



THESIS

Submitted for the Degree of Doctor of Philosophy in Social Work

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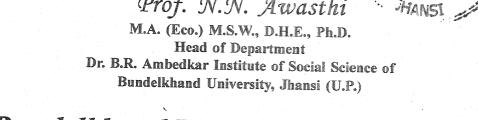
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:: Research Guide ::

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Certificate

This is to certify that the present work entitled "Role and Function of Trade Unions, in Railways with special reference to Jhansi division" has been carried out by Mr. Veeresh Ranjan Srivastava under my direct guidance and supervision. His observation has been checked and verified by me from time to time. He has put in more than 200 days attendance as per rules laid down.

The thesis fulfills the regulations governing the submission of thesis for the degree of Ph.D. (Social Work) laid down in Ph.D. Ordinance of the Bundelkhand University, Jhansi (U.P.).

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PREFACE

Trade Union means the voluntary organization for the worker and by the workers. Trade unions work for the welfare of its own members and try to make a bridge between management and workers. Trade performs their duties for fulfillment of the needs of workers.

Trade Union Act 1926 gave recognition to trade union. After this trade unions go for the protection of worker's right. Present topic was taken in view of the fact that what are the role and functioning of trade union and their ultimate effect on workers.

In the mid-2000s, workers see a major gap between the representation and participation they want at the workplace and what they have; the target proportion ever recorded in survey data express a desire for union representation. Many workers also desire workplace committees that meet and discuss issues with management, some as a supplement to collective bargaining and some as useful even without collective bargaining. Many attribute the absence of mechanisms for workers to discuss issues with management.

The whole study is divided into eight chapters which were given below:-

- 1. First chapter deals with Introduction and Objective of the study.
- 2. Second chapter deals with the Research Methodology and organizational profile.
- 3. Third chapter highlights the Review of Studies on Trade Unions.

- 4. Fourth chapter provides the Information regarding socio-economic profile of the Trade Union members.
- 5. In chapter five problems of the Railways workers and their relationship with the management have been discussed.
- 6. Chapter sixth deals with the role and function of the Trade Unions.
- 7. Chapter seven identifies relationship between Trade Unions, workers and management.
- 8. Chapter eight deals with welfare measures by management and Trade Unions and their Social responsibility.

Lastly brief summary, conclusion and suggestion of the study have been given.

It is hoped that this study will be of some use to Railway administration, trade union leaders, sociologist, policy makers and to many others who are working in the factory system. It gives wealth of information for any body who attempts to undertake similar kinds of field research in future.

Completing a task is never one man effort. It is often the result of invaluable contribution of number of individuals in a direct or indirect manner that helps in sharing a success.

First of all, i would like to mention that i am grateful to Prof. N.N. Awasthi, Head of the Department, Dr. B.R. Ambedker Institute of Social Science, Bundelkhand University, Jhansi, who gave inspiration and kind cooperation to me without which this study would not have been shown the light of day.

It would not have been possible for me to complete this work but for the constant inspiration and consistent encouragement extended to me by my father Shri C.P. Srivastava and other members of my family.

Then i wish to make special thanks to DRM Office Trade Union's Leaders for their contribution in giving me a guidance and the respondent who gave me their valuable time and other people who directly or indirectly helped me during the course of this study.

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Veeresh Ranjan

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CHAPTER-1

INTRODUCTION

INTRODUCTION

Trade unions are unique organizations whose role is variously interpreted and understood by different interest groups in the society. Traditionally trade unions role has been to protect jobs and real earnings, secure better conditions of work and life and fight against exploitation and arbitrariness to ensure fairness and equity in employment contexts. In the wake of a long history of union movement and accumulated benefits under collective agreements, a plethora of legislations and industrial jurisprudence, growing literacy and awareness among the employees and the spread of a variety of social institutions including consumer and public interest groups the protective role must have undergone, a qualitative change. It can be said that the protective role of trade unions remains in form, but varies in substance.

There is a considerable debate on the purposes and role of trade unions. The predominant view, however, is that the concerns of trade unions extend beyond 'bread and butter' issues. Trade unions through industrial action (such as protests and strikes) and political action (influencing Government policy) establish minimum economic and legal conditions and restrain abuse of labour wherever the labour is organized. Trade unions are also seen as moral institutions, which will uplift the weak and downtrodden and render them the place, the dignity and justice they deserve.

Trade Unions in the World

Public opinion is hostile to trade unions in most countries. The public is not against unionism in principle. It is against the way unions and union leaders function. The public image of union leaders is that they are autocratic, corrupt

and indifferent to the public interest 'Too much power, too little morality' sums up the publics' assessment of unions.

There have been many opinion surveys especially in the United States, which bring out the poor public image of trade unions. In surveys which rank the confidence of the American public in fourteen institutions (as for example the army, church, supreme court, stock market, legal profession, industrialists, newspapers etc.) trade unions have been consistently placed at the bottom of the list.

There is a serious decline in union membership in most industrialized nations. There are two possible ways of looking at union membership figures. The first method is to simply add up all union members in a factory, office or country. This gives overall membership position. In the second method, the density of membership is calculated. Density is the percentage of union members in relation to total employment, for example, if unions have 50 members in a factory employing 100, the density is 50 percent. When the reference is to entire country, density is measured by comparing union members against total employment in all sectors. Density is generally accepted as a better indicator because it shows not only how many are members but also how many are not.

Membership has dropped sharply in many European countries. In France, which is the worst hit, the density of union membership is now estimated to be a miserable 10 percent. In Holland, which is also badly affected, density is estimated at around 25 percent. In England the density of union membership is 44 percent. The picture is not very different outside Europe. In the United States, density has dropped to 16 percent. In Japan, it has dropped to 25 percent. In India, union density has been of a very low order i.e., 10 percent. There are, however, some exceptions to this depressing trend. Trade union density in Sweden, the highest in the world, stands at an

extremely impressive 91 percent the working population. Trade unions in Sweden are most respected. They seek social, political and economic democracy. They participate at all levels of decision-making, national and local, and share in the administration of laws. The density in Denmark is 82 percent, and in Norway 63 percent, both very high by world standards.

Trade Unions in India

The trade union movement in India is over a century old. It is useful to take stock to see whether the trade unions in India are at the centre stage or in periphery. In order to do that, one may peruse the following relevant, though selective, statistics.

The Indian workforce 31.479 Crore (314.79 million) constitutes 37.3 percent of the total population. Of the total workforce, 91.5 percent is accounted for by the informal sector, while the formal sector accounts for 8.5 percent. Further, only abut 3 Crore (30 million) (i.e. 9.5 percent of the workforce) are employed on permanent basis, implying 90.5 percent being employed on casual basis. It has also been reported that by December 1991, the claimed membership of the Indian trade union movement was 3.05 Crore (30.5 million) (i.e. 9.68 percent of the workforce) with 82.24 percent of the trade union membership being accounted for by the organized sector. Thus the unorganised sector is meagrely represented.

The World Labour Report summarises the trade union situation in India "Indian unions are too very fragmented. In many work places several trade unions compete for the loyalty of the same body of workers and their rivalry is usually bitter and sometimes violent. It is difficult to say how many trade unions operate at the national level since many are not affiliated to any all-India federation. The early splits in Indian trade unionism tended to be on ideological grounds each linked to a particular political party. Much of the

recent fragmentation, however, has centered on personalities and occasionally on caste or regional considerations."

A part from the low membership coverage and fragmentation of the trade unions, several studies point to a decline in membership, growing alienation between trade unions and membership particularly due to changing characteristics of the new workforce and waning influence of national federations over the enterprise unions. New pattern of unionization points to a shift from organizing workers in a region or industry to the emergence of independent unions at the enterprise level whose obsession is with enterprise level concerns with no forum to link them with national federations that could secure for them a voice at national policy making levels. Several studies also point to a shift in employment from the organized to the unorganized sector through subcontracting and emergence of a typical employment practice where those work for the organization do not have employment relationship, but a contractual relationship.

Unfortunately trade unionism in India suffers from a variety of problems such as politicization of the unions, multiplicity of unions, interunion rivalry, uneconomic size, financial debility and dependence on outside leadership.

Bharatiya Mazdoor Sangh

The Bharatiya Mazdoor Sangh (BMS) is the largest Central Trade Union Organization. The learned economist and visionary, Mananiya Dattopantji Thengdi who has dedicated his life to the service of the society, along with some like minded nationalists, founded it on auspicious Lokmanya Tilak Jayanti 23 July 1955.

Starting from zero in 1955, BMS is now a well-knit organization in all the states and in private and public sector undertakings. Several organizations of the State and Central government employees are also affiliated to the BMS. The Sangh also enjoys the premier position in several industries.

At present it has over 5,680 affiliated unions with a membership of more than 76.39 lakhs (7.639 million). Although not affiliated to any International Trade Union Confederation, BMS has relations with Central Labour Organizations of other countries. BMS representatives are taking part in the ILO sessions at Geneva for the past 25 years.

Objectives

Bharatiya Culture forms the ideological basis of Bharatiya Mazdoor Sangh. Approach of culture is essentially subjective. The character of its contribution to the peace, progress and prosperity of humanity is, therefore, basic and fundamental. It fulfils its mission through various individuals and institutions arising in different times and climes. BMS is one of the instruments of Culture fighting against the mutually hostile but equally antihuman Capitalism and Marxism, with the ultimate goal of establishing Bharatiya Social Order based upon the tenets of Ekatma Manavavad (Integral Humanism).

It would be wrong to presume that labour problems are related to one section of population only. Such an exclusive view would be very unrealistic. Deterioration of working and living conditions of labour cannot be a sectional problem of labour alone; it is a malady adversely affecting the health of the entire social organism. Labour has always been regarded as the very foundation of the Bharatiya social structure. It is an integral and vital part of society. The character of its problems, therefore, is not sectional but national. To protect and promote its interests-which are by the very nature of things, not only compatible but invariably identical with those of the nation as a whole-is, therefore, the natural responsibility of the entire nation. BMS is pledged to fulfill this fundamental national duty towards labour.

With a view to achieving national prosperity and eradicating poverty, BMS is pledged to 'Maximum Production and Equitable Distribution'. This spirit is reflected in the ancient Bharatiya idea: Shata Hasta Samahar, Sahsra Hasta Sankir' (with a hundred hands produce; with a thousand hands, distribute.) Prosperity is not possible without increased Production. But we must also ensure equitable distribution so that all people have the urge to produce and share the fruits of prosperity.

BMS declared its belief in the concept of God as the sole moral proprietor of all wealth.

GROWTH OF TRADE UNION MOVEMENT IN INDIA The First Strike

The origin of the movement can be traced to sporadic labour unrest dating back to 1877 when the workers at the Empress Mills at Nagpur struck following a wage cut. In 1884, 5000 Bombay Textile Workers submitted a petition demanding regular payment of wages, a weekly holiday, and a midday recess of thirty minutes. It is estimated that there were 25 strikes between 1882 and 1890. These strikes were poorly organized and short lived and inevitably ended in failure. The oppression by employers was so severe that workers preferred to quit their jobs rather than go on strike. Ironically, it was to promote the interests of British industry that the conditions of workers were improved. Concerned about low labour costs, which gave an unfair advantage to Indian factory made goods, the Lancashire and Manchester Chambers of Commerce agitated for an inquiry into the conditions of Indian Workers.

The First Factories Act

In 1875, the first committee appointed to inquire into the conditions of factory work favored legal restriction in the form of factory laws. The first Factories Act was adopted in 1881. The Factory Commission was appointed in 1885. The researcher takes only one instance, the statement of a witness to

the same commission on the ginning and processing factories of Khandesh: "The same set of hands, men and women, worked continuously day and night for eight consecutive days. Those who went away for the night returned at three in the morning to make sure of being in time when the doors opened at 4 a.m., and for 18 hours' work, from 4 a.m. to 10 p.m., three or four annas was the wage. When the hands are absolutely tired out new hands are entertained. Those working these excessive hours frequently died." There was another Factories Act in 1891, and a Royal Commission on Labour was appointed in 1892. Restrictions on hours of work and on the employment of women were the chief gains of these investigations and legislation.

The First Workers' Organization in India

Quite a large amount of pioneering work was done with remarkable perseverance by some eminent individuals notably by Narayan Lokhande who can be treated as the Father; of India's Modern Trade Union Movement. 4 the Bombay Millhands' Association formed in 1890 under the leadership of Narayan Lokhande was the first workers' organization in India. Essentially a welfare organization to advance workers' interests, the Association had no members, rules and regulations or funds. Soon a number of other organizations of a similar nature came up, the chief among them being the Kamgar Hitvardhak Sabha and Social Service League. Organizations, which may more properly be called trade unions, came into existence at the turn of the century, notable among them being the Amalgamated Society of Railway Servants of India and Burma, Unions of Printers in Calcutta. The first systematic attempt to form a trade union on permanent basis was done in 1906 in the Postal Offices at Bombay and Calcutta.5 By the early years of the 20th century, strikes had become quite common in all major industries. Even at this time. There were visible links between nationalist politics and labour movement. In 1908, mill workers in Bombay went on strike for a week to protest against the conviction of the nationalist leader Bal Gangadhar Tilak on charges of sedition. There was also an outcry against the indenture system by which labour was recruited for the plantations, leading to the abolition of the system in 1922.

Madras Labour Union

The Madras Labour Union was founded in 1918. Although it was primarily, an association of textile workers in the European owned Buckingham and Carnatic Mills, it also included workers in many other trades. Thiru Vi. Ka. and B. P. Wadia the nationalist leaders founded the Union. The monthly membership fee of the union was one anna. The major grievances of workers at this time were the harsh treatment meted out to Indian labour by the British supervisors, and the unduly short mid-day recess. The union managed to obtain an extension of the recess from thirty \(p \) forty minutes. It also opened a cheap grain shop and library for its members and started some welfare activities.

There was a major confrontation between the union and the management over the demand for a wage increase, which eventually led to a strike and lockout. The management filed a civil suit in the Madras High Court claiming that Wadia pay damages for inciting workers to breach their contract. As there was no legislation at this time to protect the trade union, the court ruled that the Madras Labour Union was an illegal conspiracy to hurt trading interests. An injunction was granted restraining the activities of the union. The suit was ultimately withdrawn as a result of a compromise whereby all victimized workers, with the exception of thirteen strike leaders, were reinstated and Wadia and other outside leaders severed their link with the union.6 Against this background N.M. Joshi introduced a bill for the rights of a Trade Union. But the then member for Industries, Commerce and Labour

himself promised to bring legislation in the matter and the Trade Union Act of 1926 was enacted.

By this time many active trade union leaders notably N. M. Joshi, Zabwalla, Solicitor Jinwalla, S. C. Joshi, V. G. Dalvi and Dr. Baptista, came on the scene and strong unions were organized specially in Port Trust, Dock staff, Bank employees (especially Imperial Bank and currency office), Customs, Income-Tax, Ministerial staff etc.

Textile Labour Association

About the same time as the Madras Labour Union was being organized, Anusuyaben Sarabhai had begun doing social work among mill workers in Ahmedabad, an activity which was eventually to lead to the founding of the famous Mazdoor Mahajan -Textile Labour Association, in 1920. Gandhi declared that the Textile Labour Association, Ahmedabad, was his laboratory for experimenting with his ideas on industrial relations and a model labour union. He was duly satisfied with the success of the experiment and advised other trade unions to emulate it.

There were a number of reasons for the spurt in unions in the twenties. Prices had soared following World War I, and wages had not kept pace with inflation. The other major factor was the growth of the nationalist Home Rule Movement following the war, which nurtured the labour movement as part of its nationalist effort. At this time the workers had no conception of a trade union and needed the guidance of outside leaders. The outsiders were of many kinds. Some were philanthropists and social workers (who were politicians). They saw in labour a potential base for their political organisation. The politicians were of many persuasions including socialists, Gandhians who emphasized social work and the voluntary settlement of disputes, and communists.

Formation of AITUC

The year 1920 also marked the formation of the All India Trade Union Congress (AITUC). The main body of labour legislation and paradoxically enough even the formation of the AITUC owes virtually to the activities of the International Labour Organization (ILO). It was considered that the origin of the First World War was in the disparities between the developed and undeveloped countries. As a result the treaty of Versailles established two bodies to cure this ill viz., the League of Nations and the ILO. India was recognized as a founder member of the latter. This is a tripartite body on which each member state nominates its representatives. For the foundational conference of ILO held in 1919 the Government of India nominated N. M. Joshi as the labour member in consultation with the Social Service League, which was then making the greatest contribution for the cause of workers. The ILO has a very exercising machinery to see that various Governments take some actions on its conventions and recommendations. All labour legislations in India owe a debt to these conventions and recommendations of ILO. The formation of India's first Central Labour Organization was also wholly with a view to satisfy the credentials committee of ILO. It required that the labour member nominated by Government be in consultation with the most representative organization of country's labour. The AITUC came into existence in 1920 with the principal reason to decide the labour representative for ILO's first annual conference. Thus the real fillip to the Trade union movement in India both in matters of legislation and formation of Central Labour Organization came from an international body, viz., ILO and the Government's commitment to that body. Dependence on international political institution has thus been a birth malady of Indian Trade Union Movement and unfortunately it is not yet free from these defects. The AITUC claimed 64 affiliated unions with a membership of 1,40,854 in 1920 Lala Lajpat Rai, the president of the Indian National Congress became the first president of AITUC.

In 1924 there were 167 Trade unions with a quarter million members in India. The Indian factories Act of 1922 enforced a ten-hour day.

Trade Unions Act

The Indian Trade Unions Act 1926 made it legal for any seven workers to combine in a Trade Union. It also removed the pursuit of legitimate trade union activity from the purview of civil and criminal proceedings. This is still the basic law governing trade unions in the country.

Ideological Dissension

Ideological dissension in the labour movement began within few years of the AITUC coming into being. There were three distinct ideological groups in the trade union organization: communists led by Shri M. N. Roy and Shri Shripad Amrut Dange, nationalists led by Shri Gandhiji and Pandit Nehru, and moderates led by Shri N. M. Joshi and Shri V. V. Giri. There were serious differences between these three groups on such major issues as affiliation to international bodies, the attitude to be adopted towards British rule and the nature of the relationship between trade unions and the broader political movement. The communists wanted to affiliate the AITUC to such leftist international organizations as the League against Imperialism and the Pan-Pacific Trade Union Secretariat.

The moderates wanted affiliation with the BLO and the International Federation of Trade Unions based in Amsterdam, The nationalists argued that affiliation with the latter organizations would amount 10 the acceptance of perpetual dominion status for the country under British hegemony. Similarly, the three groups saw the purpose of the labour movement from entirely different points of view. The party ideology was supreme to the communists,

who saw the unions only as instruments for furthering this ideology. For the nationalists, independence was the ultimate goal and they expected the trade unions to make this their priority as well. The moderates, unlike the first two, were trade unionists at heart. They wanted to pursue trade unionism in its own right and not subjugate it completely to broader political aims and interests.

Formation of NTUF

From the mid-twenties of the present century onwards the communists launched a major offensive to capture the AITUC. A part of their strategy was to start rival unions in opposition to those dominated by the nationalists. By 1928 they had become powerful enough to sponsor their own candidate for election to the office of the President of the AITUC in opposition to the nationalist candidate Nehru. Nehru managed to win the election by a narrow margin. In the 1929 session of the AITUC chaired by Nehru the communists mustered enough support to carry a resolution affiliating the federation to international communist forum. This resolution sparked the first split in the labour movement. The moderates, who were deeply opposed to the affiliation of the AITUC with the League against Imperialism and the Pan - Pacific Secretariat, walked out of the federation and eventually formed the National Trade Union Federation (NTUF). Within two years of this event the movement suffered a further split. On finding themselves a minority in the AITUC, the communists walked out of it in 1931 to form the Red Trade Union Congress. The dissociation of the communists from the AITUC was, however, short-lived. They returned to the AITUC the moment the British banned the Red Trade Union Congress. The British were the most favorably disposed toward the moderate NTUF. N.M. Joshi, the moderate leader, was appointed a member of the Royal Commission.

The splintering away of the NTUF had cost the AITUC thirty affiliated unions with close on a hundred thousand members. However, the departure of

the communists had not made much difference. In any case, the Red Trade Union Congress quickly fell apart, and the communists returned to the AITUC. During the next few years, there was reconciliation between the AITUC and NTUF as well. The realization dawned that the split had occurred on issues such as affiliation with international organizations, which were of no concern to the ordinary worker. By 1940 the NTUF had dissolved itself completely and merged with the AITUC. It was agreed that the AITUC would not affiliate itself with any international organization, and further, that political questions would be decided only on the basis of a two-thirds majority.

On the whole the thirties were a depressing period for Indian labour. There were widespread attempts to introduce rationalization schemes and to effect wage cuts. The wartime inflation also took its toll. While the militant elements on the labour movement fought for the redressal of workers grievances, the movement itself was steeped in political dissent. The popular governments voted to power in the 1937 elections did not measure up to the workers' expectations although prominent labour leaders such as Shri Nanda and Shri Giri had taken over as labour ministers. They did pass some useful legislation, however a major piece of legislation was the Bombay Industrial Disputes Act of 1938, which attempted to eliminate inter union rivalries by introducing a system recognizing the dominant union.

Formation of Indian Federation of Labour

In 1939, when the British unilaterally involved India in World War II, there was another wave of schisms in the labour movement. Congress governments voted to power in the 1937 elections resigned in protest against the country's involvement in an alien war, and the nationalists in the AITUC were naturally opposed to the war effort. But Roy and his supporters stood by the British. They founded a rival labour movement in 1941 called the Indian Federation of Labour (IFL). Initially the communists opposed the war effort

and British had in fact jailed most of their leaders. But there was a dramatic volt face in their position in 1942 when Soviet Russia joined the Allies.

In the same year the nationalists launched the Quit India movement under Gandhi\s leadership. The British reacted to these developments by emptying the jails of communists and filling them up with nationalists. With the nationalists in jail, the AITUC was ripe for capture by the communists, and they made the most of the opportunity. By the end of the war there were four distinct groups of trade unionists, two in jail and two out of it Among the nationalists who were in jail there had existed/for some time a pressure group called the congress socialists. The two groups outside jail were the Roy faction and communists who had in common their support for the British war effort, but had maintained their separate identities. The stage was set for a formal division of the labour movement, which would reflect the ideological differences.

At this juncture, the Government of India became quite active on the labour front and Dr. B. R. Ambedkar, the then Labour Member of the Executive Council to Viceroy with the assistance of S.C. Joshi was engaged and exercised to take action on all the recommendations of the Royal Commission on Labour. At their instance a fact-finding committee was appointed to study the then existing situation. During the period 1945-47 most of the present labour legislations were drafted and the conciliation and other machinery were also well conceived. In 1947 when the National Government was formed Shri S. C. Joshi. The then Chief Labour Commissioner was entrusted with the work of implementing the various provisions of labour law. The whole of the present set up owes a debt to the work that was done by him and Shri V. V. Giri, the former president of India.

Formation of INTUC, HMS and UTUC

With the formation of National Government Sardar Vallbhbhai Patel advocated very strongly the cause of forming a new central organization of labour. It was his view that the National Government must have the support of organized labour and for this purpose the AITUC cannot be relied upon since it was thriving on foreign support and used to change its colours according to the will of its foreign masters

So, on 3rd may 1947, the Indian National Trade Union Congress (INTUC) was formed. The number of unions represented in the inaugural meet was around 200 with a total membership of over 5,75,000.n There was now no doubt that the AITUC was the labour organization of the communists, and the INTUC the labour organization of the congress This was further confirmed when the congress socialists, who had stayed behind in the AITUC, decided to walk out in 1948 and form the Hind Mazdoor Panchayat (HMP). The socialists hoped to draw into their fold all non-congress and noncommunist trade unionists. This hope was partly realized when the Roy faction IFL merged with the HMP to form the Hind Mazdoor Sabha (HMS). However, the inaugural session of the HMS witnessed yet another split in the labour movement. Revolutionary socialists and other non-communist Marxist groups from West Bengal under the leadership of Shri Mrinal Kanti Bose alleged that the HMS was dominated by socialists and decided to form the United Trade Union Congress (UTUC). The UTUC is formally committed to the pursuit of a classless society and non-political unionism. In practice, however, many of its members are supporters of the Revolutionary Socialist Party.

By the fifties the fragmentation of the labour movement on political lines had become a permanent fact. Disunity was costing the labour movement dearly. There were periodic attempts at unity, but nothing much came of them.

The INTUC was firmly opposed to any alliance with the communists. The HMS was willing to consider a broad-based unity that would include all groups, but not for any arrangement with the AITUC alone. The major stumbling block to unity was the bitter experience to other groups had with the communists in the thirties. Even in specific industries such as railways where a merger between rival groups did take place, unity was short-lived All that could be achieved between rival Trade unions were purely local ad-hoc arrangements.

Formation of BMS

Before the rise of Bharatiya Mazdoor Sangh the labour field was dominated by political unionism. The recognized Central Labour Organizations were the wings of different political parties or groups. This often made workers the pawns in the power-game of different parties. The conscientious workers were awaiting the advent of a national cadre, based upon genuine trade unionism, i.e. an Organization of the workers/ for the workers, and by the workers. They were equally opposed to political unionism as well as sheer economism i.e. "bread butter unionism". They were votaries of Rashtraneetee or Lokaneetee. They sought protection and promotion of workers' interests within the framework of national interests, since they were convinced that there was no incompatibility between the two. They considered society as the third-and more important-party to all industrial relations, and the consumers' interest as the nearest economic equivalent to national interest. Some of them met at Bhopal on 23 July 1955 (the Tilak Jayanti Day) and announced the formation of a new NATIONAL TRADE UNION CENTER, BHARATIYA MAZDOOR SANGH.

During the All India Conference at Dhanbad in 1994, BMS has given the clarion call to all its Karyakartas to be prepared to face the THIRD WORLD WAR AND SECOND WAR OF ECONOMIC INDEPENDENCE unleashed by the developed countries against the developing countries. The emissaries of the developed countries are the multinational companies who look up to India as a ideal market to sell their outdated consumer products & technologies with a view to siphon out the profits to their respective countries. In fact there is concerted effort to even change the tastes and outlook of the average Indian through satellite and junk food channels to suit them. One might recall that the Indians were addicted to tea and coffee by the then British rulers by distributing them free of cost during 1940s. Today not surprisingly India is the largest consumers of both the beverages. Now in this decade the soft drinks and potato chips rule the roost. BMS has made it adequately clear that every country that has to develop has to adopt and adapt methods, which suits it, both culturally and economically. Today India needs MODERNISATION AND NOT BLIND WESTERNISATION. BMS publications HINDU ECONOMICS by Shri M. G. Bokare and THIRD WAY by Mananeeya Dattopant Thengdi are eye-openers to the planners of the nation in this direction. Practising SWADESHI is the only remedy to counter this onslaught.

In 1996, in its 41st year, BMS has rededicated itself in organising the unorganised labour in the country (around 93% of the total workforce) with a view to raise their standard of living and protect them against exploitation. Every member of the BMS has donated minimum Rs.100 in the 40th year towards the cause.

BMS therefore encourages its workers to undertake social and constructive work along with day-to-day union work. During the Pakistan war, BMS unions suspended their demands and engaged themselves in repairing runways and donating blood for army men.

Aims and Objects of BMS

Those who attended the convention of 23 July 1955, the formation day, had full confidence in the ability of our national genius to evolve new social systems and philosophical formulae. They were determined to steer clear of both capitalism as well as communism. They were opposed to the crude materialism of West and felt that in the absence of Bharatiya spiritual values it was impossible to evolve any healthy social structure free from internal dissensions and strife. They had implicit faith in the scientific character and ultimate victory of Bharatiya Social Order based upon the tenets of integral humanism.

The pioneers of this new movement rejected the Class Concept. They stood neither for class-conflict nor for class-collaboration. The class concept - which is a fiction - would ultimately result in the disintegration of the nation, they declared. They however, refused to identify national interests with those of the privileged few in the economic, political or any other department of national life as the criterion for determining the level of national life. The criterion for determining the level of national prosperity was, according to them, the living condition of the financially weakest constituent of the nation. To improve the lot of the underdog they would resort to the process of collective bargaining, so far as possible, and to conflict, wherever necessary. Exploitation, injustice and inequality must be put an end. The ratio between the minimum and the maximum income in the land should be 1: 10.

For industrial workers, they demanded security of service, need based minimum wage, wage differentials on the basis of job-evaluation, right to bonus as deferred wage, full neutralization of price-rise so as to ensure the real wage, massive industrial housing programmes, and integrated social security and welfare schemes.

Formation of CITU and UTUC (LS)

By 1965 a splinter group of socialists headed by Shri George Fernandes formed a second Hind Mazdoor Panchayat. The split in the communist movement inevitably divided the AITUC, leading to the emergence of the Centre of Indian Trade Unions (CITU) in 1970. The UTUC was also split into two along ideological lines, the splinter group calling itself UTUC (Lenin Sarani) i.e., UTUC (LS). Regional Trade Union Organizations affiliated to regional political parties such as the DMK, AIADMK and MDMK in Tamilnadu and the Shiv Sena in Maharashtra, have also emerged.

CTUOs in India (Central Trade Union Organizations)

At present there are twelve CTUOs in India as follows:

- 1. Bharatiya Mazdoor Sangh (BMS)
- 2. All India Trade Union Congress (AITUC)
- 3. Centre of Indian Trade Unions (CITU)
- 4. Hind Mazdoor Kisan Panchayat (HMKP)
- 5. Hind Mazdoor Sabha (HMS)
- 6. Indian Federation of Free Trade Unions (IFFTU)
- 7. Indian National Trade Union Congress (INTUC)
- 8. National Front of Indian Trade Unions (NFITU)
- 9. National Labour Organization (NLO)
- 10. Trade Unions Co-ordination Centre (TUCC)
- 11. United Trade Union Congress (UTUC) and
- 12. United Trade Union Congress Lenin Sarani (UTUC LS)

STRUCTURE OF THE TRADE UNIONS

As for the structure, the Indian Trade Unions show all the types ;- Craft Unions, Industrial Unions and Federations.

A craft union is an association of workers employed in a particular occupation or in a single trade or two or three related trades. It is, therefore, also termed as an 'occupation union'. In other words it is horizontal in character. The weavers union at a given place may be an instance of this type of organization for labour. Secondly, an industrial union is a vertical organization as it seeks to unite all workers in an industry into a coherent and centrally controlled organization, irrespective of their occupations. The textile labour association, Ahmedabad, is an important example of such union. Class consciousness and group solidarity are sought through such association of workers. Thirdly, there are federations which are formed by combining various unions together. They may be local, regional or provincial, national and international, from the view point of their activities. The most important national federation of the trade union in this country are the All India Railways men's Federation. The Indian National Trade union congress, All India Trade Union Congress and others, having a number of affiliated unions in different regions. In case of International Federations, their activities are not confined to a given country but are extended throughout the world.

FACTORS PROMOTING DEVELOPMENT OF TRADE UNIONS

As the growth of trade Unions is the direct result of mass production carried on under, factory system, which gives rise to opportunities of exploitation of labour at the hands of capitalists, the foremost important factor affecting the development of trade unionism is the stage of industrialization in the country, Secondly, the conditions necessary for the development of organized actions among the workers are the differentiation of a separate

wage-earning class, some stability of status with in that class and some power of inter communication among its member. The organization is facilitated by common nationality and language, uniformity in the work performed by considerable members and the improvement of education.

SOUND DEVELOPMENT OF TRADE UNIONISM AND ITS IMPACT

The question may now be raised about the impact of sound development of the trade unionism in a country. This question may seem rather out of date, when practically no one denies the importance of developing healthy trade unions. The new responsibilities assumed by them have enhanced their importance. The utility of trade unions was however, once seriously disputed by eminent classical economists like, mills, Sterling, Cairns and Walker. Their main contention was that they are of no use to the working class since they lower wages and efficiency.

According to Sterling trade unionism is confronted with the dilemma, whether it fails or it succeeds the result would be unfavorable to the workers any how. If it fails in its demand for higher wages from the employers, then all organizational efforts, monetary expenditure and waste of energy will have been in vain, while if it wins, temporarily, then the final result would be still worse. It was also argued that every up word movement in wages can have no other effect than that of raise in prices of the commodity, i.e. that effect produced by a dearth. "It is impossible," observed Proud Nan "for the strikes which result in an increase of wages not to a general dearness, that is as certain as that two and two makes four."

All these arguments have been met by the modern economists when they observe that trade unions can ensure payment of full value of its marginal productivity of labour by improving bargaining power, as in case of individual bargaining the employers exploit the workers by fixing wages lower than their marginal productivity level.

No doubt, it may be argued that wages tend to be equal to marginal productivity of labour under perfect competition. It may be pointed out here that such competition is only a theoretical proposition, and, therefore, it is only strong trade union which may help workers in real life through the process of collective bargaining power. Secondly, it has been pointed out that they can increase marginal productivity of labour also in various ways. In the first instance, by fostering habits of sobriety, and honesty and by helping the workers to acquire better education and training, the marginal productivity tends to improve. Thirdly, the trade unions may increase marginal productivity of a particular group of labour by restricting its supply through certain regulations. It is possible in those cases where there is no alternative way of obtaining commodities which these workers produce and the demand for them is inelastic. It is also necessary that the wages of labour should form a small Proportion of the total cost of production of the commodity concerned.

While examining the Role of Trade Union in determining of conditions of work and terms of employment of workers

Shri Arjun Arora Trade union leader of Kanpur (U.P.) highlighted the following points.

- 1- Rationalization should cover all the aspects of textile industry but the human aspects should be last.
- 2- In textile mills double side of ring frame and four looms are not admissible because it would create either endless disputes or ruthless exploitation.
- 3- The government special consideration to some elements in the matter of representation of workmen rather than to the amount of faith that a particular

union is able to inspire with workers is to be discarded in the interest of expansion of trade unionism and industrial peace.

4- He quoted his Russian experience that the shifts were there of eight hours each. They stated further that instead of weavers being called upon to go from two to three or four looms, they should be permitted to go from two to one loom. Even so, they demanded an increase in their consolidated wages. Further they demanded that full wages for the period of suspension should be given, all holidays allowed in government offices including Sundays should be given to them with full wages and the salary of no employee in a factory should be more than ten times of wages of the lowest paid operative.

Shri Ganga Sahai Trade union leader of Kanpur (U.P.) chaube pleaded for a comprehensive rationalization in economic, political and other fields. He expressed little faith in the introduction of rationalization from centre to centre. He wanted rationalization in to being in the form of an agreement between the employers and his employees collectively. The agreement should be between recognized union and management.

Shri S.S.Yusuf Trade union leader of Kanpur (U.P.) strongly objected to rationalize working on the old machinery because it would entail a greater workload. He wished rationalization on the new machinery with changed concept of working conditions.

Shri Raja Ram Shastri Trade union leader of Kanpur (U.P.) opposed rationalization keeping in view the conditions of textile mills of Kanpur and the social and health conditions of workers. He would welcome the rationalization of the management and stood in opposition to the rationalization of labour.

Shri Amulya Ratan Tewari Trade union leader of Kanpur (U.P.) expressed that he would accept rationalization if suitable and four conditions are guarantee by suitable conditions he meant proper physical working

condition as spacing, lighting temperature humidity, air charges etc. Further the workload should be better what was fixed by the Bombay Enquiry committee and machines materials and methods should be fit for rationalization. He has given that the conditions of the health of the workers should not deteriorate in any case. The wages should be properly rated and they should be correct according to the present socio-economic situation.

The above mentioned leaders stated jointly 'for the purpose of implementing the recommendations of rationalization committee, it is necessary that there should be only one union in one industry and in one local area.

Shri Vimal Mehrotre and Ram Asrey Trade union leader of Kanpur (U.P.) emphasized the primacy of rationalization on the managerial, financial and marketing sides. They suggested the postponement of human rationalization.

Shri Ram sabad Pandey Trade union leader of Kanpur (U.P.) weaver of Caw pore Textile mills Ltd., objected to the operation of double sides and four looms by one worker he said that it would tell upon the physical health of the worker.

Shri Radhey Shyam Trade union leader of Kanpur (U.P.) a weaver of Atherton West further stated that on two looms there should be only one warp break per hour.

Trade Unions are a major component of modern Industrial relation system. A Trade Union of worker's is an organization formed by worker to protect their interest, improve their working condition etc. All Trade Union have objectives or goals to achieve which are contained in their constitution and each has its own strategy to reach those goals. Trade Union is an outcome of the factory system. It is based on Labour Philosophy "United we stand, Divided we fall".

Under the Trade Union Act 1926 the expression 'Trade Union' includes both employees and workers organization. According to the Indian Trade Union Act 1926. "A Trade Union means any combination whether temporary or permanent, formed primarily for the purpose of regulating the relation between workmen and employees and employers or for imposing restrictive conditions on the conduct of any trade or business and includes and federation pf two or more trade union."

In an industrial stage, there is no personal contract between employer and employee. Freedom and Security of individual workers is threatened. The wage earner, therefore react for self defiance through their organization known as Trade Union.

According to V.V. Giri- "Trade Union are voluntary organization to organize all workers formed to promote and protect the economic interest of collective unit.

According to Sydney & Beatrice Web- A continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives.

According to Lester- Trade Union is an association of employees designed primarily to maintain or improve the condition of employment of its member.

It is clear from the above definitions that Trade Union is a-

- 1. Voluntary Organization established by workers with a view to do their own welfare.
- 2. It is an association of employee to improve the working condition.
- 3. To Protect and to promote the economic interest of their own.

After 1919 Trade Union were organized all over the country. Therefore the need of Trade Union legislation was realized. In 1921 the Madras High Court regarded the Union and Illegal conspiracy. Hence the first Trade Union Act was passed in 1926, which came into force on 1st June 1927. The Act was amended in 1928, 1942 and 1964. The act extends to the whole of India. It applies only to register Trade Union.

According to this Act, any seven or more members of a Trade Union may be submitted their names to the register apply for registration. If they fulfill certain specific conditions as laid under down in section 6 of the Act, a certificate of registration under certain conditions.

The passing of the Indian Trade Union Act in 1926 is an important land mark in the history of the trade union movement in the country. In addition to giving a legal status to the registered trade union, the registration conferred on trade union and their members a measure of immunity from civil suits and criminal prosecution. Thus the Indian Trade Union Act 1926 greatly enhanced the status of trade union in the workers imagination and in the public minds. Before 1926, Trade Union was treated as illegal bodies. It was after 1926 onward that the movement acquired a big spurt and dynamism in bringing together the elements which were hitherto to scattered, divided and disunited.

The history of Trade Union Movement however, indicated that trade union movement in India has not to face the onslaught of legislation as in England. In Great Britain trade unions were regarded against the common law. They were looked down as criminal conspiracies.

The demand for the early passing of 'Trade Union Act' to protect the interests of the growing and infant trade movement became insistent. The trade union act was passed in 1926 just eight years after the organization of the first trade union in this country. Trade Union and Trade Unionist could thus secure early legal protection and social status.

After the passing of the Trade Union Act 1926, it may be observed that from criminal and illegal association Trade Union have now become legalized and recognized institutions. From institutions which were only very small bodies they have now become gigantic associations. From institutions that were primarily interested in the advancement of the cause of their own membership they have now become institutions which are interested in the social, cultural and political development of the country.

In India, the foundation of modern industry was laid between 1850 and 1870, this was also the period of emergency of Indian working class. During this period the growth of Indian capitalist enterprises, the working and living conditions of the labour were poor and their working hours were long. This was testified by communication like the Indian Factory Labour Commission (1908) and the Royal Commission of Labour (1931). In addition to the long working hours, their wages were low and the general economic and working conditions were poor in industries. In order to regulate the working hours and other service condition of Indian Textile labourers, The Indian Factories Act was enacted in 1881.

The Second phase of the Indian Trade Union Movement falls between 1900 and 1947. This phase was characterized by the development of organized trade union and political movement of the working class. It also witnessed the emergence of militant Trade Unionism. This period between 1900 to 1915 was the preparatory phase for organized trade union movement. Later the first world war (1914-

1918) and the Russian revolution of 1947 gave a new turn to the Indian Trade Unions movement and led the organized efforts on the part of workers to form trade unions. It was estimated that in 1920 there were 125 trade unions with a total membership of 25,0000 in 1920, the first national trade union organization, All India Trade Union Congress was established.

The third phase began with the emergence of independent India in 1947 and the government sought the co-operation of the trade union for planned economic development.

Since the down of independence there has been a rapid growth of trade unions. The membership of the trade union is increasing day by day. Though it is true that the member of the trade union in different industries is increasing but it cannot be denied that among these unions there is unity amongst diversity.

Historically, 4 major federations have been in existence and have established network of federation unions. They are-

- 1. All India Trade Union Congress
- 2. Indian National Trade Union Congress
- 3. Hind Majdoor Sangh
- 4. Centre of Indian Trade Union.
- 1. **All India Trade Union Congress-** Was the second largest federation of Trade Unions which are 2,879 in number and membership of 26,41,301 workers. It was established in 1921. It is affiliated to the communist party of India. Its objectives are-
- 1) To establish a socialist state in India.

- 2) To improve the economic and social conditions of working class by securing better terms and conditions of employment.
- 3) To safeguard and promote the worker's right.
- 2. **Indian National Trade Union Congress:** It was organized in 1947 by the congress leader. It wanted to bring about peaceful and non-violent solution to industrial disputes. It has a total membership of 1,23,88,451; Its objectives are-
- 1) To ensure full employment.
- 2) To secure greater participation of workers in the management of enterprises.
- 3) To organize worker on an industry wise basis.
- 4) To develop among the worker a sense of responsibility towards industry and community.
- 3. Hind Majdoor Sangh-Was a third largest federation with 6354 trade unions. It was established in 1948. This federation spouse the socialist philosophy and has linkages with socialist parties. It objectives are-
- 1) To promote the economic, political and social interest of the worker.
- 2) To promote the formation of cooperative societies and to Foster workers education.
- **4. Centre of Indian Trade Union:-** It was established in 1970. CITU has 2,231 affiliated unions. Its objectives are-
- 1) It secures the interest of worker by economically, socially and politically.

There is other federation's like-

- 1. United Trade Union Congress (U.T.U.C.)
- 2. The National Labour Organization (N.L.O.)
- 3. The Bhartiya Majdoor Sangh (B.M.S.)
- 4. The Hind Majdoor Panchayat (H.M.P.)

The important basic functions of union listed by N.C.L. are-

- 1. To Secure for worker fair wages.
- 2. To safeguard security of tenure and improve conditions or service.
- 3. To enlarge opportunities for promotion and training.
- 4. To provide for educational, cultural and recreational facilities.
- 5. To promote individual and collective welfare.

As DRM office is very old organization of railways. There are two union which are existing for the employees and workers.

North Central Railway Employee Sangh (N.C.R.E.S.) - Was established in April 2003. It was renamed by Central Railway Men's Sangh which was setup in 1952. But N.C.R.E.S. was affiliated by National Federation of Indian Railway (N.F.I.R.) which is also affiliated by Indian National Trade Union of Congress party (I.N.T.U.C.) It has a political linked with Congress party. As 50 years of the existence of the N.F.I.R. has been eventful. In 50 years it has worked for the railway employees.

The basic objectives of N.F.I.R. are-

- 1. To assure speedy improvement of conditions of worker and life and of the status of the railway men in industry and society.
- 2. To obtain for the railway men various measures of social security including maternity, sickness, old age and unemployment.
- 3. To raise the railway men's standards of efficiency and discipline.
- 4. To secure increasing association of the railway men in the administration of railway and their full participation in its control.

So this union give the support to the N.C.R.E.S. have 15 branches in Jhansi Division. In each branch there are 14 office bearers. Every 30 ordinary member has one managing committee and every 10 ordinary member have an active member. These active members participate in the election of staff member of Trade Union. Every branch have office bearer in which there are chairman, 5 vice chairman, 1 secretary, 5 assistant secretary and 1 treasurer.

The main objectives of N.C.R.E.S. are-

- 1. It establishes a bridge between the worker and management.
- 2. If there is dissatisfaction with the government policy then they take action against the policy.
- 3. To improve the economic and social status of the workers.

The another trade union of DRM office is **North Central Railway** men's Union (N.C.R.M.U.) It was established in 1952. It is affiliated by All India Railway Men's Federation (A.I.R.M.F.). It is linked with communist party.

In Jhansi division it has 14 branches. In N.C.R.M.U. there are 8 office bearer members in which there are Chairman, Secretary, Treasurer, Joint Secretary, working Chairman, 3 Vice Presidents.

The main objectives of N.C.R.M.U. are-

- 1. To solve the worker grievance which are related with pay, over time, housing, leave, working conditions etc.
- 2. To do the welfare of the worker in every circumstances.
- 3. Try to fulfill the basic needs of the worker.
- 4. Try to reduce the stress of the worker so that there may be less chance of accidents etc.
- 5. To reduce the inequality with worker in respect to promotions, D.A. etc.

Although the railway net work had vastly expanded since its inception in mid-nineteenth century, and it employed more than 800, 000 workers in 1929-30, the first law on their working conditions was enacted in the form of an amendment to the Railways Act of 1890. Enacted in 1930, this amendment fixed the weekly hours of work for railway men at 60 hours, except in the case of those whose work was intermittent in nature. The latter were to work for 84 hours a week. Overtime work to be paid at the rate of 1 \frac{1}{1} \text{ of normal wage.}

Besides the above details about Trade Union, one of the main factors is of leadership. The leadership provides the direction and goals for a particular union. The leader's task is to make the union effective by improving the terms and conditions of employment of the worker. Infect quite often a single union executive leader is responsible for running a large number of trade union. The Trade Union Act 1926 made a

provision for this and allow for 10% of the leadership to be from outside the sphere of organization. An outside leader is one who is not a full time employee of the organization where as the internal leader is such a person. There are advantage and disadvantages in the system. If he is a politician or a person with strong political link then he may be able to get some advantages either in terms of policy. On the other hand his involvement with the plant level problem is much less as he is not on the shop floor to understand the intricate issue applicable to a particular plant. Not being an employee of the enterprise or an insider, he lacks the required depth of understanding of local issue and specifies. An outsider may be linked with many units. The insider would not only have a greater knowledge of the enterprise specifies but also have more time for sustained work being concerned as he is with one enterprise.

Leadership is the very proficient in organizing the will of the employees and leading men and women to work together in amity, devotion and dedication. Leadership is essentially a force that is exerted through action, speech, inference, attitude and emotion. He must be a good administrator. The Successful leader expresses himself easily, persuasively and clearly both in speech and writing. He should have self control, self sufficiency and self confidence. A leader should understand his people, this weak and strong points. He should be morally sound. He should have a flexible mind so that he may change in obedience to the change in circumstances. A leader must have a dynamic personality like powerful voice, unassuming temperament, and intellectual attainments.

The leadership role in a trade union has a variety of demands placed on it. Not only does it require a certain amount of technical knowledge of the nature of business of the particular organization, but also a sympathetic understanding of the workers, their attitudes and their problems. A certain amount of commitment and empathy for a cause, even in uncertain condition is necessary. Besides their main functions, which basically consists of organizing workers and improving their terms and condition of employment, many trade union provide a variety of services to their member and sometimes to the community of which they are a part. These ancillary functions can be categorized into 3 Groups.

- (1) Communication
- (2) Welfare activities
- (3) Educational activities
- (4) Research
- (1) Communication- Many unions publish a newsletter or magazine. Their main aim is to clarify the union's policy and to pass on information about the union and its activities. There is a need to professionalize such publications by hiring specialized persons to handle the activity. However, the main function remains that of communication so that the rank and file is aware of the activities of the union.
- (2) Welfare activities- Many unions provide a number of welfare activities to improve the quality of the worker's lives. Included in this sphere are the provisions of housing cooperative societies. Union also provides the health related programmed the welfare of the members. Some programmed are organized for the member's family.
- (3) Educational activities- Education helps in creating awareness on the part of the workers in the environment around them. Many workers cannot afford formal education or given the system as it exists. They are

unable to utilize it to their advantage. Governments also start the worker education schemes, the trade union in some case also cooperate. Such educational scheme are meant to enhance the worker's knowledge of his work environment, particularly with reference to his right and responsibility, procedures and system that exist in the work place for redressed of grievance.

(4) Research- Research is becoming a great need in recent years. Because by research union negotiations can gain information systematically and analyzed at the bargaining table. They need to backup their wage claims with knowledge of the industry productivity and comparative industry practices.

Therefore the emphasis is laid on practical problems. Especially those issues concerning the day-to-day affairs of the unions, its activities. The research activities are-

- a) Collection and analysis of wages, working condition and welfare activities.
- b) Collection and analysis of data relating to the economy industry etc.
- (c) To analyze the current organization structure, procedures etc, with a view to understand its relevance to the current situation.

Trade Unions are intended to protect the rights and enhance the welfare of the members in particular and of the working class. According to **National commission on labour**-the important roles of the trade union are-

1) To secure for worker's fair wages.

- 2) To safe guard security of the tenure and improved conditions of service.
- 3) To improve opportunities for promotion and training.
- 4) To improve working and living condition.
- 5) To provide the educational, cultural and recreational facilities.
- 6) To promote individual and collective welfare.

According to the Trade Union Act 1926, the responsibilities of trade union concern the formation of unions, registration which means formal recognition of a representative body also entails certain preconditions. A registered Trade Union must allow membership to any one over 15 years of age and have 50% of the office bearers from within the industry. It must keep its books of account in order and send its income and expenditure statement to the registrar of trade union on or before 31st March. The union can spend its fund on salaries of office bearers, prosecution, defenses etc for protecting its trade union rights, to provide compensation to members, levy subscription fees, public periodicals etc. More important, a registered trade union can claim protection from being prosecuted for legitimate trade union activities. This protection is under section 120B, sub section 2 of the Indian penal code.

The 3 main activities done by the trade union for its member's are-

- 1. Intramural Activities
- 2. Extramural Activities
- 3. Political Activities
- 1. Intramural Activities- Refers to those in which Trade Union mainly performed for the betterment of workers in the relation to their employment. By these activities, trade union ensures adequate wages,

better working condition, share and control in the profit and management of industry. These belong to internal atmosphere of the industry for the benefit of the worker in their employment.

- 2. Extramural activities- These activities are related with external environment for the welfare of the worker. Those activities of the trade Union which are performed for providing help to the workers in case of sickness and accident and give them financial support during the period of strike, lockouts and unemployment.
- **3.** Political activities- Trade Union also contest elections and try to send their representatives in the parliaments and state legislatures.

In India trade Union suffers from a number of difficulties. In comparison to other countries, India's Trade Union Movement had not been developed on sound lines.

According to V.V. Giri- Trade Union Movement in India is still in an infant stage. In India, the labourers face various problems like lack of unity among the workers, illiteracy, long working hours, attitude of employees etc.

In view of these facts, the important purpose of this topic was to study the social responsibility of Trade Union. By this study the activities of trade union will come into the limelight like education, Health, good working condition, better working hours, free from political influence, cooperation of employees, development of the feeling of the responsibility among the workers etc.

OBJECTIVES OF THE PRESENT STUDY ARE

- 1- To Study the socio-economic profile of workers who are members of trade unions.
- 2- To Study the Various Problem of union members.
- 3- To investigate the relationship between union members and management.
- 4- To Study the role and function of trade union.
- 5- To Study the relationship between Trade unions, Workers and management.
- 6- To assess the welfare measures provided by management and trade union.
- 7- To study the Social responsibility of trade unions.



CHAPTER-2

RESEARCH METHODOLOGY



RESEARCH METHODOLOGY

In the present research different methods and systematic process based on social research is used for specific results.

The Present study by the compulsion of its nature opted for primary and secondary data through field work and documentation from the concerned Trade unions under study. Interview and observation methods were also utilized to cover some data and information's from the members of the trade unions and their leaders.

Research was carried out on the basis of certain problems that are known as basic assumptions. Social Research is based upon the objectivity. In research different methods are used for arriving at certain results. These methods depend upon aims, objects, means and the subject matter.

There are various steps in research like selection of the problem, Study of research literature, collection of data, making hypothesis, tabulation and systematization, analysis and interpretation of data.

Following points have been taken into consideration to conduct this study.

- (A) Universe of the Study
- (B) Method of Data collection.
- (i) Research Design
- (ii) Sampling method
- (iii) Sampling size
- (iv) Instrument used
- (v) a. Primary Data

- (v) b. Secondary Data
- (vi) Statistical Technique.

(A) Universe of the Study-

The universe of the study is in D.R.M. Office, Jhansi unit in which researcher adopted for the study purpose. In D.R.M. Office there were 2 trade unions existing and both were registered. The total man power of D.R.M. Office was around 2500 and in N.C.R.E.S. there were 600 Union members and in N.C.R.M.U. there were 300 members were at present. In both N.C.R.E.S. and N.C.R.M.U. 150 respondents in each union were taken thus total 300 respondents were selected for the purpose of Study.

(B) Method of Data Collection-

- (i) Research Design- The topic for research is of an exploratory type. The main purpose of an exploratory design is to formulate a problem for more precise investigation. By this study we will receive the information about the present conditions. The study is carried out in scientific manner.
- (ii) Sampling method- As the universe was divided into 2 strata as there were 2 trade unions existing. For this study, the researcher had used random sampling. Random sampling is also in various types. So the researcher had used stratified random sampling. From each strata there was equal representations on this basis sampling was drawn. Regular interval method was used in each sub Divisions to determine the sample.
- (iii) Sampling Size- The study is based on Role and functioning of trade union. As total Population Employees in D.R.M. Office was about 2500. So

the researcher had taken 300 respondents from 900 active members of the union. In 300 respondents 150 respondents were from N.C.R.E.S. and 150 respondents from N.C.R.M.U. In 300 respondent 100 respondents were female and 200 respondents were male from both the unions.

- (iv) Instrument Used- A well structured and well defined interview schedule was used as an instrument for data collection. It is best instrument for collecting the accurate data. When a schedule was formulated each and every point was kept in mind for knowing the accuracy in D.R.M. office's trade union. As interview schedule would be self explanatory in nature.
- (v) a. Primary Data- Primary data are those which are collected on the spot and these types of data shall be collected by interview technique. The interview schedule would be self explanatory in nature based on objectives of the study.
- (v) b. Secondary Data- Secondary data will also be utilized in getting the information. In secondary data researcher shall utilize the books of different authors, journals which have been issued by the union.
- (vi) Statistical Technique- After data collection researcher shall prepare the table for analysis and interpretation. For finding out the result means of percentage and other statistical techniques will be used.

Research Questions of the Study- The Research was under taken to satisfy the following research questions-

Questions related to workers- Questions regarding percentage of male and female respondents, their age, their caste, academic qualification, their professional qualification, nature of service, their service period, membership of trade union, participation in trade union activities, the trade union meetings, cordial relation with trade union's office bearers, help in case of maltreatment in the railway, nature of job, bonus, mutual understanding between workers and office bearers of trade union, affiliation of political party's effect upon the respondent's trade union and satisfaction with their trade union activities.

Questions related to management: - Questions regarding relation between trade unions and political parties, the obstacles by office bearers, welfare facility provided to the workers, the characters of trade union office bearers, their participation in trade union functioning, about the role of trade union in the organization and need of the trade union in the establishment.

Questions related to the office bearers of Trade Union- Questions regarding the Trade Union relation between political parties and trade unions, number of members in their trade union, welfare of other members by the Trade Union name of the political party which the respondents belongs, the no. of Trade Union in Railway respondents knowledge about role, responsibility of Trade Union problems of the Trade Union's office bearers due to management, the welfare facility, aim of their Trade Union reorganization of Trade Union the main Trade Union of Railway Jhansi, satisfaction with the management and facilities providing by the management.

Interview Schdule:-

An extensive schedule was prepared covering personal data, family background, family pattern, their relations with the railway organization behavior of the management towards the union, activities of the Trade Union, their social contribution and various other issues related with the role and function of the Trade Union.

In order to meet the objective of our study primary data was collected with the help of interview schedule. Some aspects of inquiries were recorded through observation method like relationship between different union members the welfare facilities provided by the management including their working condition was also recorded through observation. Some relevant pieces of information were noted down from the self revelation made by the union members.

Interview process:-

Members of the Trade Union included their leaders were interviewed with the help of in interview schedule and the data collected was processed statistically observation method was also utilized to comprehend the Trade Union activities.

To conduct the interview researcher took the permeation of senior personal officer and on the first day of our visit the nature of the union members. Trade Union Leaders and the members seemed to be cooperative but internally they were not very happy to spire their time and sit with us for authors together some of the trade union leaders arranged the interview and furnished additional information about members.

Secondary onwards an effective interview was conductive thus data collective were free from venous because a regnabile time was spent with each member to conduct the interview.

Limitation of the study:-

The main limitation of the study was the sample size of 300 union members which was not really adequate. But time and resources at the disposal of the researcher were meager. Some time its seems difficult to draw conclusions from the study but attempt was made to cover those members in which it was possibility that every unit got equal chance of being selected.

Schedule was also very long size. Some time respondent's faint trouble bore dome while answering.

Organization Profile of North Central Railway Men's Union

North Central Railway Men's Union since its births has been affiliated with All India Railways men's federation. North Central Railway Men's Union accepted the leadership of All India Railways men's federation because this union believed in scientific socialism. All India Railways men's federation has always espoused the cause of Railway worker's. All India Railways men's federation was established in 1924 and com. Mukund lal was general secretary for the first time. During British Period he was imprisoned because he cooperated with freedom struggle. Shri V.V. Giri and Shri Jai prakash Narayan were also associated with All India Railways men's federation. Both these leaders were also in fore front to fight the cause of Railway men's labour.

In 1935 V.V.Giri was elected the president of All India Railways men's federation and comrade Jhon Benjamin from Jhansi elected was president. During British period his Job was terminated because he tried to raise the issues of labour working in the railways. During British period these leaders fought for the parity of the pay and improving the condition of work with the result the First pay commission was appointed in (1946-1947)

During pre-independent period these leaders completed the British Government to revise the pay Scale and frame Rules for leave and promotion and surplus workers were adjusted in the railway organization.

After independence there was no mechanism to settle the grievances of Railway employees. After constant struggle All India Railways men's federation was successful to create permanent negotiation machinery under leadership of Babu Jai Prakash Narayan. Who was the President of All India Railways men's federation during that time.

In Railways there was not a Regular permanent Policy for the promotion of the employees. It was dependent on the sweet will of the employer. In this conception there was a strike of Railway employees in 1957 with the result rules regarding the Promotion were framed by the government.

All India Railways men's federation was creating problems to the government regarding the demand of the Railway employees there for Government created joint cancellation machinery for the statement of the grievances of the Railway employees. Previously Railway employees were not getting pension in 1947 the facility was provided to railway employees which is now 50 Percent.

All India Railways men's federation organized a strike in the year 1974 for Bonus which was accepted by the government and presently 70 days bonus is provided to all the employees.

For years together there was a demand "one industry one union." All India Railways men's federation as achieved this demand and North Central Railway Men's Union which is exciting in the Jhansi division is not politically affiliated with any political party. This is only the representing union of Jhansi Division Railway employees.

Major demands of North Central Railway Mens Union are as under-

- (1) New pension Plane is not acceptable to the union.
- (2) There should not be violation of labour laws.
- (3) The Recommendation of 6th pay commission should be accepted and should be approved by all the workers.
- (4) Providing dearness allowances is not sufficient but prices should be check.
- (5) Working hours should be fixed and new employment

- Opportunities should be created.
- (6) Strength of workers should increase on the basis of the additional Load of work.
- (7) Children of the Railway employees should get employment According to their qualification.
- (8) The parents of the Railway employees should get all the facilities as available to employees.
- (9) Union is of the view that privatization and contract system should be abolished in the railways.

Table No- 1

Table showing Different Branches of North Central Railway mens union in Jhansi Division

Branches in Jhansi	Membership	Branches in Jhansi Division	Membership	
1-Branch-Jhansi 1 President-D.K. Shagal Secretary-Neeraj Upadhyay	2250	1- Branch-Dholpur President- Veer Singh Secretary- Ram singh		
2-Branch- Jhansi 2 President-S.P.S.Yadav Secretary-Sahid Khan	1500	2-Branch- Gwailor Man President- Prem Singh Secretary- S.K. Tyagi	1800	
3-Branch- Jhansi 3 President-Parmanand Secretary Karan Singh	1750	3-Branch- GwailorLine President- Ayub khan Secretary- Subash Upadhyay	1700	
4-Branch-Jhansi 4 President-D.K. Shrivastava Secretary-Ajay Singh Yadav	1550	4-Branch- Orai President- R.L. Yadav Secretary- B.K. Khare	2200	
5-Branch-Diseal/T.R.S. President-D.K. Khare Secretary-S.K.Shrivastava	1000	5-Branch- Lalitpur President- K.C.Meena Secretary-Manmohan Dubey	1500	
6-Branch-E.M.S.Ist President-Pal Singh Secretary-Denish Singh	5550	6-Branch- Banda President-P.K.Singh Secretary- K.B. Singh	1800	
7-Branch-E.M.S. IInd President-J.S.Sibdu Secretary-D.K. Shrivastava	950	7-Branch- Manikpur President- Kallu Prasad Secretary- P.B.Pandey	750	

Table No-2 Table Showing status of Recognised and Unrecognisd Unions

ALL INDIA BASIS RECOGNISED & UNRECOGNISED UNIONS

A.I.R	.F.	N.F.I	.R.	B.R.I	M.S.	R.M	.U.
NRMU/CR	45759	CRMS	37250	MRKS	2323	RMU	1943
ERMU	41354	ERMS	41918	PRKS	19633	RMU	•
ECRKU	23662	ECRMS	18254	PMRMS	17143	RMU	681
ECoRSU	16883	ECoRSC	14984	EcoRMU	2063	RMU	•
NRMU/NR	64091	URMU	33398	URKU	26710	RMU	11123
NCRMU	29583	NCRES	20593	NCRKS	7998	RMU	1394
NERMU	14398	NERMC	2922	PRSS	24119	RMU	1118
NFRMU	32257	NFREU	22793	PRKP	1148	RMU	578
NWREU	22152	UPRMS	20646	UPRKS	4907	RMU	2392
SRMU	35545	SRES	24699	DRKS	1126	RMU	273
SCRMU	41474	SCRES	29641	DMRKS	5111	RMU	1709
SERMU	30163	SERMC	30451	DPRMS	10650	RMU	•
SECRMU	18189	SECRMC	9758	SECRMS	4080	RMU	1067
SWRMU	12823	SWRES	5098	NRMS	10032	RMU	
WREU	43915	WRMS	40945	PRKP	7313	RMU	341
WCREU	24799	WCRMS	20460	PMRKS	2556	RMU	3450
Total	497047	Total	373810	Total	146912	Total	26079
Total Electorate -	1260037 - 39.44%	Total Electorate -	1260037 - 29.66%	Total Electorate -	1260037 - 11.65%	Total Electorate -	1260037 - 02.06%
Total Vote Cast -	1108175 - 44.85%	Total Vote Cast -	1108175 - 33.73%	Total Vote Cast -	1108175 - 13.25%	Total Vote Cast -	1108175 - 02.35%
Total Valid Vote -	1095356 - 45.37%	Total Valid Vote -	1095356 - 34.12%	Total Valid Vote -	1095356 - 13.41%	Total Valid Vote -	1095356 - 02.3 8 %



CHAPTER-3

REVIEW OF STUDIES





REVIEW OF STUDIES ON TRADE UNIONS

A brief survey of the literature on trade unions in India and briefly of other countries is highlighted:-

In ancient India a description of unions of worker in different Industries and occupations is found in Vedic literature and shastras.

Bandhopadhayai N.C. (1945) - Has referred many categories of craftsman, which is quoted in history of Dharmashastra.

Jaiswal K.P. (1955) - Quoted, Gautam Dharma and maintained, cultivators, merchants, cattle breeders and artisans, worked under the rules of their unions and the unions were run by the democratic principles.

Bashu P. (1919) - Was of the opinions that unions were not only the assemblies of their employees but they were also institutions for maintaining cordial relations between employees and employers.

Sukra 2/416 (ed) - Quoted in charkhamba that employees were treated with respect and were honored by some gifts. In "Valmiki Ramayan" references have been given that labourers working in different industries had their own unions. They were affiliated to bigger unions and industrial corporations called 'Nigama' the early Buddhist Literature also provided

references about traders and workers guild which wielded considerable political power and influence.

R.C. Mazoomdar (1922) - Prepared a list of twenty eight unions on the authority of "Jatakas" and others works.

Shastri S.R. (1919) (ed) - In kautilya Arthashastra that worker enjoyed privileges, were paid high wages and given sick leave and old age pension. State also recognized the organization of workers.

The Conditions of workers and there organizations during Muslim rule was far from satisfactory although big 'Karkhans' were in existence.

Bernier F. Travels in the mughal Empire (1916) - Found that large scale and different kinds of works like tailoring, leather work, making pots, were carried on in these industries.

Under 'Akbar' who was great administrator during his time many factories worked at Lahore, Agra, Fatehpur, and Ahmedabad and workers were satisfied and were given all the facilities.

The Birth of modern Industries - The early beginning of labour employer relations under modern industry may be studies with the industrial development of India. Modern Trade unions are product of the factory system of production and the capitalistic order of society. Modern factories employ a large number of person. The employees have their common problems of low wages, conditions of employment, security of service, housing, social security and democratic control of industry. They have an opportunity to discuss these problems and if possible to find a common solution and take a common stand.

The impersonal employer- employee's relationship the increasing profits of the employers and the low wages and poor standard of living of the workers created a class consciousness amongst them and prompted the workers to organize and resort to collective actions.

Buchanan D.H. (1934) - "In his book the development of capitalistic Enterprise in India". Have discussed the era when Trade Union were not existing the relations between employers and workers were not peaceful. Evidence of short lived strike and their frequent occurrence was found at various centers of the country such as Bombay, surat etc. "They have ended in the suppression of operative power on one side and ignorance and mildness on the other are the basis on which the present relations and the relations were quiet, rest."

The indian Labour year book, (Manager of publication, Delhi, 1946), PP.267-70) -

An Amendment to the Trade Union Act 1926, providing for compulsory reorganization of unions, conferring, bargaining rights and ensuring protection of the right to organize by the prescriptions of certain unfair labour practices was also passed in 1947, but remained unforced. Further measures contemplated by the government were contained in the five year labour programmed announced early in 1947.

Ornaiti A.O.(1945) - Rightly observes that Indian workers alternate form being unemployed (available for work) to being self employed in a trade (not available for hire) or from being engaged in an activity in their native villages and then again back to commercial employment.

Selig Perlman (1928), Frank Tannenbaum, (1951), Sidny and Beatrice webb (1928) -

It reveals that trade unions are potent natural social groups which have the strength of primary relations innovative and creative capabilities and process a strong striking power to survive in the grind milling of the capitalism.

Sammual Gompers (1919) - In his labour and common welfare, expressed the dominant trade union philosophy in United States is reflected in the thinking that American union should not support any society, saving or society destroying. They should concern themselves with immediate day to day improvements, in the economic and social life of the working people. The union had no ultimate and as such accepting the vague-goals of securing a better life for all.

Robert F. Hoxie, (1923) - Maintains that the union is strong and successful when officers effectively perform the function of delivering the goods in terms of higher wages. Shorter hours, and better working conditions.

Sidny webb and Beatrice webb (1926) - As part of the main streams of British socialism, evolved a theory of the labour movement which emphasizes labour efforts to reduce the negative impact of economic competition.

W. Lloyd warner and J.O. Low, (1939-47) - Helped the employees are not idle by standards. Watching the destruction of their economic and social investment in an on-going order. Their defensive actions

result in the creation of an informal organization dedicated to protect their interest or to the formation of the labour unions and often both.

Summer H. Silchter (1941) - Stresses the importance of a contract between management and union. Which a contract between management and union. Which controls:-

- 1. Entrance in the trade,
- 2. Hireing,
- 3. Layoffs,
- 4. Seniority,
- 5. Amount of work
- 6. Effects of technical changes,
- 7. Wages and hours, and
- 8. Unionized, non-unionized comparative situation.

Clinton S. Colden and Harold J. Ruttenberg (1942) - Narrates the reaction of workers, they lay out my work with so many instructions and theirs nothings left for me to figure out for myself. The only reason they keep half of us is, because they emit discovered a machine at that would take our places.

Jhon. J. Dunlop. (1944) - Said, 'some labour economist involved the theory that the union is primarily an association which sells labour to the employer; Dunlop advanced the most sophisticated view of this theory when he suggested that the union is primarily a wage maximizing organization, so conceived that union is much like a business enterprise which sells labour and it behaves like a business'.

Kenneth Boulding, (1953) - Maintains employers have a real competitive disadvantages in the struggle because they do not have so good a mythology, as the labour movement, and because they do not have so vivid of sense of their purpose in history and their function in society. the myth of the self regulating free market does not affect the spring of emotional life as deeply as the myths of a class struggle.

Burlugh B. Gardner and David G. Moore (1955) - They suggest that the worker is really concerned with how his wages compared with those of others doing the same are similar jobs when he feels an imbalance exists, a sense of unfairness drives him to urge the union to correct the situation. Thus conceived, the union is a mechanism to adjust wage inequities.

H.M. Doutz, (1958) - It is estimated that the two thirds of the wages earned in manufacturing are covered by union agreements.

William H. Fome (1959) - Says a shift in power toward organized labour while the entirely suitable indicates of change in bargaining power are available, obtaining new types of economic gains (Fringe benefits). Keeping a head of the rise in cost of living and raising wages faster than distributed profits probably reflect over all union bargaining strength.

The trade union as an instrument of power have been advanced by Paul Eliel, (1949). K.G.J.C. knowles (1952) E.T. Hiller (1928) Jack Barbash (1949) - Have indicated that this power is broadly classified as persuasive power of aggressive power showed that union stands as a great power to combat with the management.

Selig Perlman, (1922) - Have indicated that the cause of trade unionism was greatly aided when a decision of the Massachusetts Supreme Judicial Court declared union non computational, doctrine which was followed for many years. The development of trade union movement in United States. America and England is by all means a product of economic forces. The social contact is only manifested when it is viewed in the context of power equation. Socio-cultural moorings have not from a power place in the treatment and analysis, but the trade union had been successful instrument in securing the working class a fair deal in the competitive capitalistic economy.

As in other parts of the country workers in Uttar Pradesh were completely unorganized and unconscious of their rights and strength in early years of industrialization. Their employment and its terms and condition of work were entirely at the mercy of the employers. They had no alternative but to abandon their jobs to express their dissatisfaction either with the work or the management.

The real beginning of the trade unionism came much later in Uttar Pradesh. It was only in 1928 that the first regular trade union in this state was registered under the name of kanpur Mazdoor Sabha. Since then the progress of trade unions in this state has been steady and continuous.

Despite the Indian Trade Union Act, 1926. The growth of unionism was allow in the pre-independence period. Till the beginning of the world war second due to their ignorance or unhelpful attitude of the employers. Workers were afraid to combine. Employers were not only in different to their organizations but they were also hostile to them.

The post war period, however, witnessed an unprecedented and rapid growth of trade unionism in U.P. Immediately after the close of hostilities

more and more workers began to form and join trade Unions in order to secure a fair deal from the employers, management. The pace was further accelerated by the enactment of the Industrial Disputes Act, 1947. which, emphasized the necessity of workers unions in the formation of works committees and conciliation board for early and satisfactory disposal of industrial disputes. Since then the number of unions and their membership registered a continuously rising trend. However, the declining tendency in average membership in the post independence period can be accounted for by the extension of the movement to the less important industrial areas and smaller units and to the multiplication of trade union in each establishment.

Ali Amjad (Oxford University Press, Karachi, 2001), "Labour Legislation and Trade Unions in India And Pakistan"-

Labour legislation and the relevant institutions, such as the Government's Labour Departments, Labour Tribunals and Labour Courts; impose major constraints on the process of 'collective bargaining', which therefore is not free. The imposed need to cope with such laws and institutions, affects, inter alia, the kind of the so-called trade unions who can operate from the system. By virtue of that they carve out careers for themselves as collective bargaining agents, the middlemen between the workers and the legal system that stands above them. Labour leadership is thus forced out of the hands of the workers themselves. They are forced by the system into the hands of professional labour-lawyers, who pose as trade union leaders, but whose interests do not always coincide with those of the workers. Collective bargaining is laced into the 'safe' hands of these labour-lawyers-cum-trade-unionists, who after all are professional middle men, entrepreneurs who make

a living out of opportunities provided to them by our complicated and extensive labour legislation.

Polly A. Phipps (Sept, 1995), "Trade Union Growth and Decline: An International Study. Book reviews".-

Why has there been a decline in unionization in most industrial nations? What has happened to unions in developing countries? And what is the future of trade unionism?

Trade Union Growth and Decline: An International Study, by Walter Galenson, professor emeritus of industrial relations at Cornell University and a top expert in comparative international labor movements, reports his research on causes of trade union growth and decline in the 1980's. His measure of "union density" is the ratio of trade union membership to the labor force.

As with other variables Galenson explores, he warns of difficulties in both parts of the ratio. In fact, for experts in comparative labor movements, Galenson's methods will be more interesting than his results. He recognizes the difficulties of dealing with deficient data, but he brings subjective judgments and regression analysis to measure the impact on union density of government policies toward unions, the quality of union services to members, employer attitudes, and public opinion.

Galenson finds general decline in trade union membership as a percent of employed wage and salary workers in 13 industrial countries he examines, with the exception of Norway and Sweden. The other nations include Australia, Canada, Denmark, France, Germany, Italy, Japan, New Zealand, Spain, the United Kingdom, and the United States.

"INDIA-STATUS REPORT" PRESENTED BY AITUC AT THE INTERNATIONAL WORKING WOMEN CONFERENCE AT BRUSSELS ON 13-14, SEPTEMBER 2007 ORGANISED BY THE WORLD FEDERATION OF TRADE UNIONS -

Esteemed participants representing various national and international trade unions, eminent and perceptive thinkers, distinguished guests and dear friends! It is our profound privilege to be a part of this respectful exercise to debate, discuss and to listen to various points of views, to engage into an imperative exercise to save the humanity, the world, the workers, the women from the horrid clutches of the few wealthy imperialist nations that are bleeding the earth dry to build a world of peace, harmony and equality. This initiative of the WFTU to bring the women workers under one congregation to debate, discuss, share and chalk out a global charter of trade union alliance is in simple terms, very timely and most peremptory.

The working class finds itself in the most extraordinary and decisive era in the human history. Workers are the worst victims of the unprecedented cruelest phase of economic bleeding suffered by the developing countries. Capitalism, acquiring its highest and the ugliest stage strangulates the economies of the third world countries adding to the human distress. The lethal weapon, the asphyxiating yoke that binds the economies is the process of the so called 'neo liberal economic globalization', in other words the brazen drive of American Imperialism.

'Globalization', the current buzz- word is the spectre that is haunting the globe. The truth however is, that the working class is quick to perceive it as the immense power of the financial markets, the spread of capitalist social relations, the intensification of exploitation and the deep and wide growth of social inequality.

The shenanigans of the neo liberal economic globalization, mass privatization and deregulation have bulldozed the domestic markets destroying the employment potential of the industries. Unemployment, under employment, casualisation of jobs, sale of state owned enterprises, mergers and acquisitions of industrial enterprises, exploitation of cheap labour, shifting of jobs in the 'race to the bottom', denial of hard won legislative entitlements including social security, health care benefits etc are the worst onslaughts against the workers. While the phenomenon of globalization is pernicious to the whole of humanity, the capitalist system with its inherent characteristic of creating subjugation and slavery is intrinsically anti women resulting in the increasing 'feminisation of poverty'.

In this all- pervasive gruesome reality around the globe, it is not different in India and the Indian workers in general and the women workers in particular, are in the most turbulent phase of working class history. We shall take this opportunity to present the conditions prevailing for the women workers in India, share the available avenues of intervention in the democratic structure and present our views to generate a global trade union mechanism under the banner of the World Federation of Trade Unions, that will in sure terms be built into a force to reckon with.

India has a population of more than one billion. Women make up almost half of the population. The status of any section of population in a society is intimately connected with its economic position, which itself depends on rights, roles and opportunities for participation in economic activities. Patterns of women's activities are greatly influenced by social attitudes and institutions, which stem from the social ideology concerning basic components of status. To take a glance at the political ideology of Indian state, though there is no specific feminist analysis of the class character of the

Indian state, it is generally characterized as both a class and patriarchal state. In this flourishing and successful democracy, the bourgeoisie exercise the most effective impact on the governance and the policies, which are now further accentuated by the neo economic globalization.

In the 90s, with the foreign exchange reserves exhausted, India was pushed into the debt crisis and willingly led itself into the trap of the international financial institutions, the IMF and WB. The conditionalities in the name of Structural Adjustment Programmes brought a shift in the character of 'welfare state' into that of 'laissez-faire'. Subsidies for food, public distribution, health and education were drastically cut. Withdrawal of subsidies coupled with the pro rich and anti people policies has spelt disaster on the people. In all this women are the sharply hit. In this background we analyze the economic participation of Indian women.

ECONOMIC PARTICIPATION

Characteristics of women's work

The three essential indicators of employment- status, sector and wage/ earnings- show that women are less likely than men to be in regular wage and salaried employment, particularly due to their traditional, social and familial roles. Therefore the spread of men and women across the manufacturing sector, between the formal and informal sector and within the agricultural sector varies widely.

Distribution of productive assets:-

The ability to benefit from new opportunities depends on the access to and availability of the productive assets including education, skills, property and credit to which women have no or most often less access than men. C.S. Venkata Ratnm, Harish C. Jain (Year: 2002Volume: 23 Issue: 3 Page: 277 - 292) Women in trade unions in India -

This paper on women in labour unions in India highlights the occupational segregation suffered by women in union structures. The authors explore and document the extent of female participation in trade unions in India. They suggest that less than 8 per cent of the 380 million workforces in India are unionized and women account for a very small fraction of trade union membership. They provide a number of reasons for the low female membership and participation in unions. In the occupations where women are organized, the incidence of union leadership among women varies considerably. On the positive side, the authors note that India has been a pioneer in organizing women in the informal sector such as workers' cooperatives, self help groups such as Working Women's Forum and Self Employed Women's Association etc. In fact, they find that these unions are creating social unionism, thereby rewriting the meaning of trade unionism. The focus is on broad objectives of empowerment; development and fighting for their rights rather than the business unionism in North America (that is, focus on the bread and butter issues alone). The initiatives dictated by the Indian Constitution such as reservations or quotas for scheduled castes and scheduled tribes may have to be applied to labour unions and the private sector employers in the case of women in India. Policy makers and managers can learn a great deal from the theories discussed above.

Shri Kamal Nath Minster of Commerce & Industry, in his address on (July22, 2004, New Delhi) "FARMERS, WORKERS INTERESTS TO BE FULLY PROTECTED, KAMAL NATH ASSURES TRADE UNIONS".-

The trade union leaders were in agreement with the government's broad approach on WTO issues. They welcomed in particular the dropping of 3 of the contentious Singapore issues. However, they expressed concern over the vulnerability of Indian agriculture in the wake of trade liberalisation and the relegation of Implementation Issues to the background. They urged that Implementation Issues which were of concern to developing countries should be front-loaded and on services, advised caution on opening up of services sectors like health services, construction and banking. They were appreciative of the role played by G-90 as a force in the negotiations. Such coalitions should be further consolidated and expanded, they said.

The trade union leaders also appreciated the point made by Shri Kamal Nath that multilateral trade negotiations were about give and take and that the net gain would have to be in our favour while engaging in the negotiations.

Sigrid Koch-Baumgarten (Trade Union Regime Formation Under the Conditions of Globalization in the Transport Sector: Attempts at Transnational Trade Union Regulation of Flag-of-Convenience Shipping)-

The article deals with an outstanding example of transnational trade union cooperation in the transport industry. It analyses the attempts of trade unions organized in the International Transport workers' Federation (ITF) to establish a system of multinational industrial relations and collective bargaining in the flags-of-convenience shipping, which integrated national trade unions and their politics in international problematic interdependencies. Although based on egoistic national special interests and without formal restrictions on national sovereignty the cooperation leads to an international regime. It regulates the rights to organize and represent crews on ships of convenience in industrial relations; it lays down minimum standards for

working conditions and incomes, and procedures for the multinational decision-making process and management of conflicts. The trade unions succeeded in regulating about 29 per cent of flags-of-convenience shipping and in establishing a multinational control of national collective bargaining, which is integrated in a system of international governance in the trade union sphere of activities. It is based on an imbalance of power between trade union organizations of industrialized and developing countries within the ITF and on specific conditions in transport industry, and therefore not transferable to other industries.

Ruth Barton, School of Managemen RMIT University and Peter Fairbrother Centre for Global Labour Research Cardiff University. (Paper Presented at the Work, Employment and Society Conference, 2007, University of Aberdeen, 12 – 14 September 2007) "The Local is Now Global: Trade Unions Organizing Globally". -

The focus of this paper is on the way organized labour has begun to address the implications of the neo-liberal project. Organized labour has both been a victim of these policies, as well as confronting an increasingly economically global world. To explore these themes we start with three remote and local transport unions, in Victoria, Australia that have developed a Victorian Group of the International Transport Federation. Beginning with a locality-based workforce/industry, we trace out the representational chain, from the local, to the provincial to the national to the regional and the international. This brings out the emergent relations between members — delegates — branch leaders — national union leaders/cross union regional links and the Global Union Federations. The transport sector raises important questions about state policies (public transport) and the shipping of goods

within countries and across the world (the maritime sector). Thus, the paper constitutes a sociological attempt to explore the patterns, character and implications of these developments in a global context. The paper argues that one of the difficulties facing unions is the frequent popular assessment of the neo-liberal project as undifferentiated, and seamless. Instead, we argue for an assessment of the programme as a mosaic ideology defined by specific policy formulations, grounded in specific constitutional and governing arrangements, differentiated constituencies.

The paper explores these themes with reference to the ways trade unionism may becoming more global in focus and orientation, with an increasingly sophisticated account of both globalization and the neo-liberal political project

Karnik VB (International Labour Office (ILO). Regional Office for Asia. Family planning in industry in the Asian Region, part 2: some action studies. Bangkok, Thailand, ILO Regional Office for Asia, 1974. p. 22-33) "Indian trade unions and family planning".-

The initial apathy and, in some cases, opposition to family planning of trade unions in India has disappeared. The Indian National Trade Union Congress (INTUC) has passed a strong resolution favoring family planning and urging affiliated unions to organize family planning activities. United Trade Union Congress (UTUC) is opposed to coercive methods but supports family planning in the interest of health of workers. This is similar to the stand of the All India Trade Union Congress (AITUC and the Centre of Indian Trade Unions (CITU). The Textile Labour Association of Ahmedabad has long carried out educational efforts and has persuaded the Municipal Corporation to establish maternity homes and arrange for health education.

Few other unions have worked as extensively in the field, but others are taking an interest in educational activities. Other organizations doing such work include the Asian Trade Union College of the International Confederation of Free Trade Unions, the Indian Institute of Workers Education, and the Labour Education Service. Experience has shown that what worker opposition there is to family planning is due to ignorance and apathy. Trade unions have not accepted family planning as a necessary part of their activities but they are one of the best instruments for involving workers. Living standards will not improve until population growth is checked and, thus, family planning is in harmony with a union's aims. Unions are limited to educating and motivating. The rest of the work must be undertaken by governmental and other public agencies. Trade unions should be given financial assistance for family planning work.

Jan Breman (Centre for Asian Studies, Amsterdam Oude Hoogstraat 24, 1012 CE, Amsterdam, The Netherlands), "The study of industrial labour in post-colonial India—The formal sector: An introductory review". -

In post-colonial India labour came to be closely associated with industrial work. The agrarian-rural mode of production would come to an end soon to be replaced by large- scale enterprises making use of modern technology and situated in urban localities. The drift of labour from the countryside towards middle- and large-sized cities seemed to herald the approaching transformation towards the type of society that had emerged in the developed part of the world. Employment in the organised sector of the urban economy, although absorbing only a minor portion of the total workforce outside agriculture, became the main focus of studies on work and labour.

According to strongly held views the quality of labour left much to be desired and this became a major argument in explaining the low productivity in industry. The Indian worker, rooted in traditional structure and culture was blamed for his—the notion of gender was practically absent—lack of commitment. The growth of India's industrial proletariat was by and large an urban phenomenon. The profile of the emerging workforce is discussed in terms of caste and class, skill formation and employment modalities. Trade unions were instrumental in raising wages, improving conditions of work and dignifying industrial work through labour legislation. But again, this all remained the prerogative of a small segment of industrial workers who found a niche in the formal sector economy.

K.R.Shanmugam, S.Madheswaran (11 Aug 2004) "Wage Differentials between Union and Non-union Workers: An Econometric Analysis".-

It is increasingly recognized that institutional factors such as trade unions do play a dominant role in determining the levels of wages, standard of working conditions. This is more pronounced in the industrial sector of developing economies. The role of labor organizations in the labor market has been firmly identified especially in relation to wage bargaining with studies focussing mainly on the advanced industrial economies. In the Indian context, there exist a number of studies on the evolution of the structure; functions and aspects of trade unions; but the empirical analysis of the impact of trade union on wages are rather limited. In this backdrop, this paper attempts to analyze the impact of trade union on wages using a survey covering blue collar male workers employed in manufacturing industries in Chennai district of Tamil Nadu, in southern part of India. We have estimated earnings functions for

union and non-union workers separately. The earnings functions are corrected for selectivity bias. Oaxaca, Cotton and Reimer's decomposition method has been used to decompose the gross earnings differential between union and non-union workers into explained and unexplained differentials. The result shows that there exist significant wage differentials between workers in the union and non-union sector. The unexplained portion of the decomposition, which is around 47 percent (reduced to 42 percent after correcting for selectivity bias) can be attributed to unionism. Key Words: Trade Unions, Wage differentials, decomposition and selectivity bias JEL Classification: J311, C35

Dr. Adya Prasad Pandey, Dr (2007): LABOUR MANAGEMENT RELATION - A RADICAL DEAL FOR INDUSTRIAL PEACE LABOUR MANAGEMENT RELATION, "Unpublished".-

In the rapid programme of industrial development of India, trade unions have come to occupy a critical position in the success of industrial relations in the country. Trade Unionism in India has been undergoing rapid changes due to socio-economic transformation. The term industrial relation or labour – management relation, refers to industry and relations, 'industry' means 'any productive activity in which an individual is engaged' and 'relations' means 'the relations that exist in the industry between the employer and his workmen'. The concept of industrial relation is a developing and dynamic concept and does not limit itself merely to the complex of relations between the unions and management but also refers to the general web of relationship normally obtaining between employees. A web is much more complex than the simple concept of labour capital conflict.

According to the International Labour Organisation (ILO) "Industrial relations deals with either the relationship between the state, employers' and

workers organization or the relation between the occupational organization themselves." Modern industrialism has not been an unmixed but has created a yawning gulf between management and labour because of the absence of workers ownership of the means of production. Power is concentrated in the hands of a few entrepreneurs, while the majority has been relegated to the insignificant position of merge wage earners. The workers have now come to realize that most of their demands can be satisfied if they resort to concerted and collective action; while the employers are aware of the fact that they can resist these demands. This denial or refusal to meet their genuine demands has often led to dissatisfaction on the part of the workers, to their distress, and even to violent activities on their part, which have hindered production and harmed both the workers and the employees.

In order to analyse the cause of labour – management relations we have to go into the various aspects related with industrial production and pr ductivity. Hence in the present paper the researcher adopted the random sampling technique for the purpose and interviewed with the help of questionnaire. The whole universe has been classified into three groups, viz. workers, executives and trade union leaders/office bearers of Bokaro Steel Plant. The research proposed to select nearly 160 workers, 70 executives and 70 trade union office bearers/leaders of Bokaro Steel Plant. Thus a total of 300 respondents in all were selected for study. The present study has been divided in IV parts Ist part is introductory whereas the IInd part deals with various segments of labourmanagement relations. The IIIrd part analyses the various aspects of the industrial relations concerning to trade unions on the basis of primary datas of Bokaro Steel Plant. The last partconcludes the study.

RASTOGI SR (Lucknow University, Demographic Research Centre, April 1977) "Role of managements and trade unions in family planning programme".-

Management and trade union leaders in selected industries in Kanpur, India, were interviewed in an attempt to examine the attitudes of management and trade union leaders toward workers' family size and the role which they can play in promoting the interest of the workers in family planning. Additionally, the level of medical facilities and family planning services available to workers in the selected industries were analyzed. In each sample industry the selection of factories was based on stratified sampling. Of 78 selected industrial units, managements were interviewed in 49 factories. About 63% of the managerial staff felt that the workers' welfare could be raised through promotion of the small family norm. Larger proportions of management people in public sector and large-sized factories favored small family norm for workers as compared with those in the private sector and small factories. About 1/4 of the managements who favored family planning provided regular or occasional birth control services - distribution of condoms - in their factories. 89% of the factories employing 1000 or more workers made referrals to other agencies for family planning services; 43% of the units with fewer than 100 workers made such referrals. About 14% of the managerial staff worked to motivate their workers to accept family planning. Trade union leaders have failed to give much attention to family planning programs. About 44% who approved family planning failed to motivate industrial workers to adopt birth control methods. Managerial staff and trade union leaders should be more actively involved in motivating workers to adopt birth control measures, in providing family planning services, and in integrating family planning programs with health and medical activities of the Employees State Insurance Corporation.

Dr.T.Unnikrishnan Asst. Manager (KINFRA Apparel Park Kazhakkuttom, Trivandrum, Kerala) "Trade Unions and Industrial Relations in Public Sector Undertakings of Kerala" -

It is time to unlearn the lessons we have already bye-hearted on industrial relations. This is the message we get on a detailed study on Industrial relations in the public sector undertakings of the Kerala. The theories of better wages and working conditions are getting side lined and newer concepts are being put into lime light.

"Industrial Relations" is defined as "The Relations between Employers and Employees in Industry". Public enterprise means an activity of a business character owned and managed by the Government; Central, State or local, providing goods and services for a price. Public sector undertaking is statutorily an autonomous institution and responsible to the public through Government and Parliament.

Since independence, the significance of the public sector as an employer and as an investor was growing in India. Prior to 1947, public sector investment was limited to the railways, post and telegraph department, ordinance, factories and a few state managed factories. With the inception of five year plans, the public sector began to spread its control over the economic sphere. With the Industrial Policy Resolutions of 1948 and 1956 the public sector has been assigned to specific role of bringing about rapid industrialization of India. Various investments in the public sector, such as for irrigation, power and transport, for instance, increase the production potential of the private sector and the producers or enterprises concerned can be

expected to take advantage of these facilities. The main aim of the public sector was not profit, but public service. Moreover, the profits made by the public enterprises are utilised towards financing the economic development of the country. Thus the purpose for which an industry in the public sector is set up is primarily the welfare both for the workers and for the society.

Henk Thomas "Institute of Social Studies The Hague Brighton" (Labour and Society Programme DP/98/1999 ISBN 92-9014-606-0 First published 1999).-

"Trade unions have always had two faces, sword of justice and vested interest" (Flanders, 1970: 15). The balance between these two features can change over time, however. It seems clear that in many countries, unions have lately come to be widely perceived as conservative institutions, primarily concerned to defend the relative advantages of a minority of the working population. One of the challenges which confront trade unionism in the twenty-first century is therefore to revive, and to redefine, the role as sword of justice.

Many union leaders and activists around the world are indeed well aware of this challenge, and in a variety of countries there are examples of creative and imaginative responses. The aim of this paper is to review some of the challenges and discuss some of the potential for response. An important task for our project will be to survey the latter in more detail.

Henk Thomas "Institute of Social Studies The Hague Brighton" (Labour and Society Programme DP/100/1999 ISBN 92-9014-608-7 First published 1999)-

In India, the origins of the trade union movement go back to the nineteenth century when, at an early stage of global industrialization, a working class emerged in the jute and cotton industries as well as in the rapidly expanding railway system, thus forming one of the outstanding chapters in global trade union history. However, a serious situation has recently arisen. In the public sector the required and ominous process of privatization threatens the job security of millions as downsizing on a huge scale is unavoidable. The private sector industrial relations scene has unfortunately been characterized by fierce battles over downsizing and flexibility, such as the well-known cases of Philips and Hindustan lever in recent years. Rather than seeking positive gains both management and trade unions have generally adopted strong adversarial positions at the negotiating table, in the media, and also in enterprises themselves. Except for the highly publicized Self Employed Women's Association (SEWA), little success has been noted in organizing workers in the booming small-scale enterprises as well as in other segments of the informal sector. In this situation, which appeared to be most risky for the expansion and, more importantly, the survival of the trade union movement, a number of labour leaders established a Centre for Workers Management (CWM) in the knowledge that a change of culture in the labour movement as well as at management level was required in order to overcome the adversarial culture of management labour relations. The central idea was to safeguard jobs in "sick" industries by general restructuring, and also by introducing modern management labour relations with participatory structures as well as a workers' stake in ownership following the Employee Share Ownership Plan (ESOP) that has been practiced, especially in the United States, with a positive impact on profitability and labour productivity.

Here a visionary plan was developed to practice the new pattern in a limited number of large private enterprises as a learning ground to be offered as a policy option to speed up the process of privatization of public enterprises. Some thirty firms "responded" to this initiative that was taken up by CWM with an initial involvement in Kamani Tubes Limited at Mumbay and Kamani Metals Limited (with plants in Mumbay and Bangalore). The role of trade unions, through CWM, has been pivotal. The Supreme Court had ruled in favour of a labour movement initiative to transform Kamani Tubes that had gone bankrupt due to mismanagement, into a workers' cooperative. Workers then raised a considerable sum of money to build a new financial asset structure. Leadership, rather than management, was provided by CWM in defending the enterprises' interests with respect to commercial banks, supervisory boards imposed by the Government of India, and courts of law.

Regrettably the economic and commercial situation from 1990 onwards became so serious that business failures and bankruptcies were once again prominent. Although the trade union leadership seriously misjudged its role and capabilities it should not be blamed exclusively for this. Painstaking research has shown how lack of conceptual clarity regarding all actors and institutions involved was at the root of so many problems. In particular, weak management, once more a problem in this unfortunate firm, gradually undermined any chance of success. However, a major lesson can be learnt from this experiment. At the earliest possible moment the Centre for Workers Management should have made full use of readily available advisory research material to examine the organizational, commercial, and legal implications of each individual company that responded positively to the idea of planning for the future. In addition, CWM should have played a high level monitoring and advisory role rather than becoming too deeply involved in remedying a

situation which became out of hand when workers themselves began to lose confidence in the venture in which they had invested their limited savings.

E. A. Ramaswamy University of Delhi, India (The Participatory Dimension of Trade Union Democracy: A Comparative Sociological View)-

Political scientists and sociologists trying to understand union politics have concentrated on formal constitutional provisions, elections, officer turnover, and the existence of structured groups within the unions as indicators of trade union democracy. A consequence of this approach has been the emergence of theories which have little wider applicability beyond the empirical situation to which they are tailored. While most scholars have assumed that membership participation is essential to democratic union organization, they have failed to develop a theory based explicitly on this. This paper, drawing from material on trade unions in South India, suggests that a theory of trade union democracy based on membership participation in union affairs offers promise of a comparative approach.

Dan Gallin (Global Labour Institute, Geneva, Switzerland), "New Issues for Labour Internationalism, Propositions on Trade Unions and Informal Employment in Times of Globalization".-

The Purpose of this contribution is to identify some of the issues which need to be addressed in order to advance the organization of workers and in particular women workers, in informal employment. The organization of these workers, collectively described as the "informal sector", represents an existential challenge to the trade union movement: unless and until it puts itself in a position to effectively address this challenge, it cannot halt its

decline, but in order to do so it has to undergo fundamental changes in its culture, its self-awareness and the way it relates to society. The issue of organizing the informal sector is at the heart of the necessary transformations the trade union movement must undergo to recover its potential as a global social force.



CHAPTER-4

SOCIO-ECONOMIC PROFILE OF TRADE UNION MEMBERS

SOCIO-ECONOMIC PROFILE OF TRADE UNION MEMBERS

The composition of the labour force changing. An important change in the course of years has been in the social and economic status of the workers. As the national commission on labour observed: "The industrial worker of today has acquired a dignity not known to his predecessor. He has now a personality of his own. He shares the benefits which a welfare state with a vast population and in adequate resources can offer".

The recognition of this status of the worker is seen in the change in labour management relations. Industrial relations are viewed as human relations, with emphasis on sociological aspects and welfare goals. The principle of workers participation in management has been accepted, and trade unions are now considered to be an essential part of the apparatus of industrial and economic administration in the country.

OUT of the total 397 million workers in India, 123.9 million are women. Of these, roughly 106 million women work in rural areas and the remaining 18 million work in urban areas. Ninety six per cent of the women workers are in the unorganised sector. Overall, the female work participation rate has increased from 19.7 per cent in 1981 to 25.7 per cent in 2001. In the rural areas, it has increased from 23.1 per cent to 31 per cent and in the urban areas from 8.3 per cent to 11.6 per cent. Although more women seek work, a vast majority of them get only poorly paid jobs in the informal sector, without any job security or social security. This is because of the increasing unemployment and under employment among the male members of the family

and the increasing cost of living as a result of the neo liberal economic policies.

In addition to discrimination at the workplace, working women had to face several hazards even before the era of globalisation; but these have increased several times with the advent of the neo-liberal policies of globalisation, liberalisation and privatisation. In the era of globalisation, working women have become more vulnerable to intense exploitation; they are exposed to more and more risks and are forced to endure more and more stress and strain, both physical and mental.

COMMON HAZARDS

The most serious hazard faced by the working class in the era of globalisation is the increasing threat to job security. The informal sector is fast expanding, while the organised sector is shrinking. Contract, casual, temporary, part-time, piece-rated jobs and home based work etc are increasingly replacing permanent jobs. To circumvent resistance to amendments to labour laws and to give the employers the freedom to 'hire and fire' workers, the governments of the day are resorting to various back door measures. The NDA government had introduced 'fixed term' employment through an administrative order, which continues under the present UPA regime. Special Economic Zones, which are areas deemed to be outside our territory, are being opened in large numbers throughout the country. While there is no explicit provision that labour laws would not be applied in these zones, in practice, even labour commissioners are not allowed inside these zones and the workers are practically at the mercy of the employers. Neither the central nor the state governments intervene to protect the interests of the

workers. Even in the public sector, the number of contractor workers is increasing.

On the pretext of abolishing 'Inspector Raj' attempts are being made to give a free hand to the employers to flout all labour laws with impunity. The UPA government has introduced bills giving exemption to small and medium enterprises from maintaining several records and registers, which mostly relate to the workers. It has also changed the definition of small enterprises by increasing the number of workers. Due to the strong opposition from the Left parties and trade unions, the government has agreed to remove the labour related clauses from the bills, though the bills in the new form have not yet been introduced in the parliament. All these have adverse impact not only on the working conditions of the workers, but also on their health.

The workers in the informal sector, a large number of who are women, have no job security. Work is often unskilled or low skilled and low paid. Availability of work is irregular; when work is available, they have to work for long hours. Not just in the unorganised sector or in the small enterprises, but also in the modern sectors like the IT, automobile industry etc, workers are forced to work for 12 hours while the concerned governments choose to ignore this open flouting of the labour laws. The uncertainties in getting work and the dire need to keep it in the midst of intense competition and the necessity to evolve strategies for this, cause mental tension, strained social relationships, psychological problems and chronic fatigue, all of which are difficult to prove as work-related.

Piece rated work contributes significantly to the level of fatigue felt by the workers. The wages of piece rated workers depend on the speed with which they work. Some studies indicate that out of the workers who suffer from 'neurosis', 71 per cent are piece rated workers as against 26.5 per cent who receive daily or monthly wages.

Several traditional industries where women work in large numbers like coir, handloom, food processing etc have undergone changes in the forms of production with the introduction of machines, power looms etc, which result in the loss of employment for large number of women. With the introduction of machines, women in manufacturing are replaced by men.

Unemployment, underemployment and temporary work are more common among women than among men. The workers do not have any social security or health care benefits. As a result, the work-related illnesses, which they suffer from, remain hidden. As per available research, unemployment is harmful to health and constitutes a serious risk for the workers' emotional stability, because it leads to poverty, deteriorates self-image and self-esteem.

It is generally believed that women prefer part-time, temporary or home-based work because such jobs enable them to balance their job responsibilities with their domestic responsibilities. But in fact, making working hours flexible as per the requirement of the employers makes it more difficult for the women workers to adjust their domestic responsibilities with the working hours at their workplace and disrupts family life. Absence of clearly defined work schedule increases the stress and impacts their health.

A large number of women workers complain of frequent headaches, back pain, circulatory disorders, fatigue, and emotional and mental disorders. Poor nutritional status, anaemia due to poverty and the cultural practices where women eat last and the increased workload due to domestic responsibilities, lead to fatigue among women. Worry, responsibility, strong

emotions, concentrated attention or precision required by some jobs like embroidery, assembly of electronic or electric appliances, gems, jewellery etc, and exhaustion caused by intellectual or mental activities also produce fatigue. A large number of women workers complain of symptoms such as irritability, mood swings, depression, sadness and concentration problems. The exhausting conditions make it difficult to recognise these states as 'abnormal'. Fatigue is generally not considered an illness, but if it is neglected, it can lead to a variety of illnesses.

Certain types of work, where the worker is subordinated to machines, which are boring and do not require any personal initiative, also cause fatigue. The attitudes of the employers or supervisors that tend to create feelings of inferiority, uselessness or inability also result in mental fatigue. Various studies show that fatigue and stress related illnesses are common in the sectors that employ mostly women. A study on data entry operators indicated high levels of fatigue and stress due to the intense pressure of their work, the high degree of job dissatisfaction and the lack of initiative and creativity required by the position.

HAZARDS FACED BY WORKING WOMEN AT THE WORKPLACE

Majority of women working in the organised sector have been employed in the public sector. But with restructuring and downsizing of workforce in the public sector and government departments, as a part of the neo-liberal policies, women are the first to be retrenched, because of the general perception that women's income is supplementary. Women have been

forced to go on VRS in some banks, under threat to transfer to far-off places; Coal India has formulated a special VRS package for women.

Large numbers of women work in schools, hospitals, as sales persons in shops, in plantations, in construction etc. It is found that even in many government hospitals and schools, there are no separate toilets for women. Lack of such basic facilities like toilets, rest rooms, dining spaces, etc at the workplace cause a lot of physical discomfort and mental stress besides leading to several urinary tract and other diseases, particularly among pregnant women.

Women working in the informal sector do not have any child-care facilities. Even in the organised sector, crèches are not provided in most of the establishments. Even where they do exist, they are either ill-equipped or are not maintained properly, as a result of which women are reluctant to keep their children in such crèches. Most often women workers, particularly in the informal sector, are forced to leave their children at home, under the care of their elder children, or old people or neighbours. This causes great anxiety and emotional strain. Some studies indicate that this is a major problem for working women in the EPZs.

Sexual harassment is another serious hazard faced by working women. Whether in the organised or unorganised sector, whether illiterate, low paid workers or highly educated and highly paid executives, a large number of working women face sexual harassment at the workplace. Nearly a decade after the Supreme Court judgement in the Visakha case, the government is yet to bring legislation against sexual harassment at workplace. Even the Supreme Court guidelines of constituting complaints committees, amending standing

orders, creating awareness etc have not been implemented in most of the establishments.

The government has decided to amend the Factories Act allowing women workers to work in the night shift. Women have been working in hospitals, in the telecom department and in the fish processing industry in the night shift. But in the era of globalisation, the export oriented units in EPZs and call centres etc are employing women in large numbers in the night shift, without providing proper protection or transport facilities to them. The case of Pratibha working in the multinational company HP in Bangalore, who was brutally raped and murdered, is only an example of the serious hazard that women working in the night shifts face. Besides, women who work in the night shift generally are not in a position to take proper rest during the day because of their domestic responsibilities, impacting their health.

Women working in some industries like construction, brick kilns, electronics industry etc suffer from gynaecological problems, miscarriages, premature deliveries etc and give birth to babies with low birth weight or birth defects. Given the socio-economic conditions of these women, these often lead to tension and strained relations in the family, along with the physical problems.

The Factories Act, The Mines Act, The Dock Workers' Act etc are some of the laws, which contain provisions for regulating the health of the workers in an establishment. The Employees' State Insurance Act and the Workmen's Compensation Act provide health benefits and compensation to the workers in cases of ill-health and injuries etc. But in the unorganised sector where the majority of women workers are concentrated, no occupational safety and health safeguards are in place. Even in the organised

sector, where these are applicable, safeguards are rarely provided for the workers, either male or female. Usually the safety devises are designed keeping the male workers in view and become unsuitable for women workers. Besides, the social aspects of work are not considered risk factors. As a result, more emphasis is given to work related accidents than to illnesses.

HAZARDS RELATED TO THE ATTITUDE OF SOCIETY AND FAMILY

Though more and more women are coming out in search of paid employment and their families also need their income, the attitude towards women and their role in the family has not undergone much change. Women continue to be perceived as weak, inferior, and second-class citizens. In capitalist society, this feudal attitude is utilised by the capitalist classes to further exploit women and increase their profits. For working women, this discrimination is extended to the workplace also.

Even today, looking after the family and children is generally perceived to be the primary responsibility of women. With the State retreating from its minimum responsibilities of providing welfare measures and privatisation of basic services like health, education etc, and women are forced to spend more time and energies on these responsibilities towards their children and other family members. The unpaid labour of women in providing these services to the family increases their burden while at the same time helping the employers in keeping the wages low.

Because of this perception, which is prevalent even among most of the working women, women have to shoulder the entire burden of domestic chores, which they try to complete before leaving for work, with little help

from the other, particularly the male members of the family. Many women have reported not to have a proper meal before leaving to work. Improper and insufficient dietary intakes along with the heavy workload result in nutritional disorders. In addition, this perception that they alone are responsible for the domestic work, leads to a feeling of guilt when they are not able to look after the children or the family due to their official work, often resulting in emotional disorders.

HAZARDS FACED BY WOMEN TRADE UNIONISTS

Working women face double burden due to their domestic and official responsibilities. That is one of the important reasons for women not coming forward to take more responsibilities in the trade unions. It is very rare to find family support for women who play an active role in trade union activities. Besides the physical burden, women trade union activists often become victims of character assassination. There have been many instances where women trade union leaders had to face physical and mental violence, including attempts to murder and murder, from family members because of their trade union activities.

Attacks on the working and living conditions of the workers have increased in the present era of neo-liberal globalisation. While all workers — men and women — are subjected to increased physical and mental stress due to the attacks on their job security and social security benefits, the impact of these is more on the women workers because of slackening or complete withdrawal of inspections by the labour department and lack of occupational safety and health measures. In general, the trade unions do not pay the same attention to the issues of occupational hazards and safety as to the economic issues of the workers. It is necessary for the trade unions to pay more attention

to the impact of the neo-liberal polices on the health of the workers, paying specific attention to those related to women. It is also necessary to pay more attention to study the impact of the working conditions, including the rise in unemployment and underemployment, on the social, mental and emotional aspects of women workers.

Trade unions need also encourage their members, including the leaders and cadres to share the domestic responsibilities of women workers and overcome the feudal attitudes towards women that are widely prevalent today.

This chapter deals with the socio-economic conditions of the workers who were the members of the different trade unions. In socio-economic status we studied about the workers age, sex, their marital status, what are the strength of the family members, their designations, their qualification and economic background etc.

Before studying the complex and complicated role and function of trade union it is always essential to obtain a socio-economic profile among the trade union members under study. This is necessary for the purpose of under standing trade union activities and related components in its proper perspective because they exert immense influence. Thus deeper analysis of socio cultural factors becomes imperative for a scientific understanding of trade union activities.

Trade unionism has made good progress in Bombay and the transport workers have been the best organized. Some of the strongest unions in India are those Railway, post and telegraph workers and printers who are all fairly educated and have their own leaders to guide their activities. The most important federations on trade unions in India are the ALL INDIA RAILWAY MEN'S FEDERATION with more than 15 affiliated unions.

Besides other union also doing good social welfare work for the benefit of the workers. Socio-economic and educational status are the key factors which determine the functioning and success of the trade unions.

Table -1

Table showing the Age of the respondent

S.No.	Age	Name	of Union	Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	20-30 yrs	9	6	15	5.00
2.	31-40 yrs	30	29	59	19.66
3.	41-50 yrs	71	62	133	44.34
4.	Above 50 yrs	40	53	93	31.00
	Total	150	150	300	100.00

From the above table it can be seen that 44.34% respondents were between 41-50 years of age. So the majority of respondent were 44.34% from both the unions. Then the second age group was of above 50 years of age which was 31% of the total respondent of the both unions. Thus it can be attributed to the fact that most of the respondents belonged to elderly matured group who were well conversant about trade union activities.

Table -2
Table showing the Sex of the respondent

S.No.	Sex	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Male	100	100	200	66.66
2.	Female	50	50	100	33.34
	Total	150	150	300	100.00

There were 66.66% male respondents of the total respondents. The female respondents were only 33.34% in comparison to male respondents. So the majority belonged to male population. Reason's may be that unions are male dominated and less represented by female.

Table -3

Table showing marital status of the respondents

S.No.	Marital	Name of Union		Total	Percentage
	Status	N.C.R.E.S	N.C.R.M.U.		(%)
	Married	135	148	283	94.34
2.	Unmarried	15	2	17	5.66
	Total	150	150	300	100.00

In general interpretation of marital status out of 300 respondents from both the unions there were 94.34% respondents married. While insignificant percentage was of unmarried members.

Table -4

Table showing the Caste wise distribution of the respondents

S.No.	Caste	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	General	65	84	149	49.66
2.	OBC	51	38	89	29.67
3.	SC/ST	34	28	62	20.67
4.	Other		· · · · · · · · · · · · · · · · · · ·		
	Total	150	150	300	100.00

The 49.66% respondents of the total respondents were between general. Category so the majority of respondent 49.66% were from both unions. Then the second age group was of OBC caste which was 29.67% respondents.

Table -5

Table showing religion of respondents

S.No.	Religion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Hindu	117	123	240	80.00
2.	Muslim	16	17	33	11.00
3.	Jain	4	1	5	1.67
4.	Sikh	9	6	15	5.00
5.	Christian	4	3	7	2.33
	Total	150	150	300	100.00

From the above table it can be seen that 80% respondents were Hindu and 11% respondents were Muslims. Thus it can be inferred that these two communities i.e., Hindu, Muslims are predominant population while other religions groups were less represented.

Table -6
Educational status of the respondents

S.No.	Education	Name	of Union	Total	Percentage.
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Illiterate				
2.	5 th Pass	15	25	40	13.34
3.	High School	38	38	76	25.34
4.	Intermediate	50	30	80	26.66
5.	Graduate	47	57	104	34.66
6.	Other				•
	Total	150	150	300	100.00

The above table clearly shows that 34.66% of the respondents were graduate and 26.66% respondents were Intermediate.

So majority of respondent were qualified. Success of any trade union depends on the composition of labour force. Members of trade unions were educated which was found to be good sign regarding strength of trade union.

Table -7

Table showing technical qualification of the respondents

S.No.	Technical	Name of Union		Total	Percentage
	Qualification	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Diploma	10	14	24	8.00
2.	I.T.I.	56	21	77	25.66
3.	Degree	11	25	36	12.00
4.	Non	73	90	163	54.34
	Total	150	150	300	100.00

From the above table it is evident that majority of respondents 54.34% were not technically qualified followed by 25.66% who were having technical qualifications.

Table -8

Table showing monthly income of the respondents

S.No.	Monthly	Name	of Union	Total	Percentage
	Income	N.C.R.E.S	N.C.R.M.U.		(%)
1.	<2000			-	-
2.	2001-3000			-	-
3.	3001-4000	2	7	9	3.00
4.	4001-5000	26	21	47	15.66
5.	Above	122	122	244	81.34
	5000				
	Total	150	150	300	100.00

From the above table it can be seen that majority 81.34% respondents from both the unions were having income above Rs. 5000 per month. This was a simple fact because railway employees are handsomely paid.

Table -9

Table showing type of the family

S.No.	Type of	Name of Union		Total	Percentage
	Family	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Nuclear	50	56	106	35.34
2.	Joint	100	94	194	64.66
	Total	150	150	300	100.00

As regards type of the families of members belonging to both the unions majority 64.66% came from joint families.

Table -10

Table showing type of residence

S.No.	Residential	Name of Union		Total	Percentage
	Status	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Kaccha		-		
2.	Pakka	150	150	300	100.00
	Total	150	150	300	100.00

So far residential status was concerned total respondents from both the unions were living in Pakka houses, because most of the houses in urban areas are Pakka type.



CHAPTER-5

PROBLEM'S OF RAILWAY WORKERS AND THEIR RELATIONSHIP WITH MANAGEMENT

PROBLEM'S OF RAILWAY WORKERS AND THEIR RELATIONSHIP WITH MANAGEMENT

Labour problem in modern industry system particularly in Railways arise due to the desire of the employees to get the maximum profits with minimum inputs. Know the systems of production in every industry have changed. There is a great of migration from Rural to urban areas. This migration also creates labour problems because labour draw from rural areas do not find them self adjusted to the new work environment. The problems of the workers particularly in Railways are economic, social, psychological and political.

The Recognition of this status of the wormers is seen in the change in labour management relations. Industrial relations are viewed as human relation. With emphasis on sociological aspects and welfare goals. The principle of workers participation in management has been accepted, and trade unions are now considered to be an essential part of industrial and economic administration in the country.

There is change in the attitude of the Government which believes in democratic socialism. The government considers the workers as an important instrument for the fulfillment of the objective of planning. There for greater responsibility is assend to workers and their organizations in framing and implementing labour policy. India is still a predominantly agricultural country of the total population in country 33.5 percent is engaged in industry and other services. The industrial development of the country has taken place and lopsided manner. Traditional and modern industries are working side by side,

catering to different markets and technique of production. The mature of the labour problem are affected by the fact that public sector undertaken and private sector companies accepted the British commercial systems. Which led the concentration of power in few hands and exploitation of labour begin.

Various industrial and social changes which have come about due to industrialization have grater impact on workers and their organizations.

(1) Technological changes:-

Technological improvement leads to increased production and hence to economic progress. At the same time, it may lead to unemployment, loss of the monopoly of skilled workers, need for training and retraining, and for increased workload. Hence dilemma for trade unions weather to support or oppose technological changes.

(2) Change in work Environment:-

Trade unions were born when working and living conditions were unsatisfactory. These conditions have now improved. Environmental changes have resulted in greater skill, less manual work in creased production and higher pay.

(3) Change in composition of Labour force:-

Technological change has influenced the composition of various categories of the labour technicians and engineers, supervisors, white-collar employees and woman workers. As a result, trade unions have been formed by skilled operatives, white-collar employees, supervisors, and even officers.

(4) Change in social and Economic status of workers :-

A worker is no longer a mere factor of production but is often a responsible partner in industry. He has attained a definite economic and social status as a responsible member of the industrial community trade unions have

to hake into consideration this changing image of the worker and attend to his various needs.

(5) Change in Labour-Management Relations:-

The change in the social and economic status of the worker is reflected in the change in labour-management relations and also in the management's attitude to trade unions. Trade unions have now been accepted as an essential part of the apparatus of the industrial and economic administration of the country.

(6) Change in the Attitude of the State:-

As a custodian of the broader social interest, the attitude of the government in our country to wards workers and their organizations is bound to be favourable and conciliatory.

(7) Emergence of Industrial Communities:-

Modern industrialization in a predominantly rural country is associated with the emergence of urban industrial societies which draw upon different traditional communities. Workers from different regions and classes, with their distinct customs, manners and traditions, have now a common bond, i.e., employment in industries. Trade unions should take into account this factor and assist in fusing the traditional cultures into a common industrial culture.

(8) Change in the Attitude of the people :-

Labour-management relations are no longer a purely bipartite matter because of the increasing interest shown by the public in industrial matters, particularly with the development of the public sector. Voluntary arbitration and mediation, the inclusion of independent members on tripartite labour bodies, and the overall control by parliament over industry and labour these emphasize the right of the people to participate in union-management relations. The transformation from a rural, agricultural environment to an urban,

industrial society cannot be smooth or painless unless the basic material needs of the workers, such as good working and living conditions, adequate wages, job security and minimum educational and medical facilities, are provided, and the human desire for self-expression is satisfied, and the special problems of migrant labour are solved.

The peculiar labour problems in India include: high rates of absenteeism and labour turnover; go-slow attitude, preference to leisure over income once the customary real standards of living are attained; lack of labour force commitment; low labour productivity; social differences between labour and management; and the dominant role of the state.

There are few labour laws enacted for the benefit of the workers in India and they are the result of relentless struggle of the working class to free itself from the predatory stranglehold of capitalism.

The plight of the first workers in India in the coal mines, textile mills, the jute mills and the railways was unimaginable and terrifying. They were made to work from dawn to dusk for seven days a week and were expected to eat their meals whilst on the job. Women workers were not permitted nursing breaks for their infants and had to breastfeed them while working. Children as young as seven years of age were also forced to work for long hours. Wages were very low and the employers used to deduct fines for the littlest of things.

The first known attempt at organizing workers was undertaken by a social activist named Narayan Lokhande in 1884 when he formed the Mill Hands Association in Mumbai. Workers used to meet in large numbers, share their woes and begin to demand a better life. And when things got unbearable they took strike action.

The British rulers soon enacted laws to imprison and fine workers if they went on strike or indulged in any joint action for better wages or shorter working hours. The early unions of workers were treated as illegal organizations and their members were charged with sedition under criminal law.

The first all India trade union federation was formed in 1920 - the AITUC: All India Trade Union Congress. After a hard struggle the British rulers were forced to recognize the right of workers to form unions with the enactment of Trade Union Act in 1926.

The British were alarmed at the immense growth in trade unions all over the country and they tried to keep the movement confined to the narrow periphery of economism and to prevent them from joining the freedom struggle. They legislated that unions would be prohibited from spending any funds for political purposes and practically made it illegal to form unregistered trade unions.

There were many splits in AITUC and new union groupings were formed around ruling class parties which was reflected in their non-revolutionary trade union activities.

However, as the oppression grew the militancy grew. The Trade Disputes Act 1929 made it compulsory to settle industrial disputes through the arbitration machinery of the government and imposed three month's imprisonment and fines for workers who went on an illegal strike. General strikes were effectively banned by this law especially sympathy strikes for political demands. During World War II the government banned strikes altogether and the conditions of the working class worsened. While industrialists almost doubled their profits workers' real wages fell due to price rises, scarcity, hoarding and black marketeering. This resulted in a long bitter struggle to force the government to grant a wage increase to compensate the rise in prices. In March 1940, 175,000 mill workers of Mumbai went on a

strike demanding a cost of living allowance sparking off similar strikes throughout the country. The government was forced to grant a cost of living allowance.

In wartime the workload on workers came to be increased and they fought for compensation for the extra work which came to be known as a bonus. This extra payment was discontinued after the war but the workers launched a long struggle sparked by the mill workers of Mumbai. Again in 1950 they went on a 60 day strike to make it an annual affair not linked to the profitability of the establishment. With the passing of the Payment of Bonus Act, 1960, it became a statutory right. Governments have repeatedly tried to reverse these hard won rights but these attempts were successfully thwarted by massive resistance from the working class.

For the last twenty years or so organized labour has been on the defensive. In the last decade these rights have been eroded by the advent of globalization and liberalization. In 1991 the government ushered in a New Economic policy designed by the World Bank, the IMF, and the WTO. A substantial share of production and services has been shifted to the sweated unorganized sector, to be performed by contract workers at a fraction of wages of the permanent workforce. Tens of thousands of once organized sector workers are now working as contract or casual labour, many more are resigned to permanent unemployment; an untabulated number have even committed suicide.

The Central Government in recent years has made sweeping proposals to dismantle legal protections against retrenchment and the free use of contract labour for permanent work. A call for joint action evoked an enthusiastic response among the trade union activists and ordinary workers. It provided fertile ground for the extension of the correct political understanding

among workers on how to fight back the current onslaught on the working class: Namely, that workers have to wage a drawn out, militant, broad based struggle confronting the state not only the individual employers. That such a struggle must be armed with a positive vision of the revolutionary alternative for the Indian nation and the working class within that.

However, while the swelling protests offered scope for addressing the problems of the working class movement the problems themselves had not begun to be addressed. Most pressing among these is the lack of a layer of class conscious self activated workers who can influence the broader strata of workers.

This is with reference to the workers in the organized sectors.

If we come to the rights of the workers of the unorganized (casual) sectors it is far worse than those of the organized sectors. Though many workers of the unorganized sector lose part of their salary towards social security schemes and the amounts are deposited with the government or the employer keeps it for his use, they do not get the benefit of the schemes as no proper record or follow up done for their benefit neither by the employer nor by the government.

In Mumbai there are large sectors of migrant employees doing electrical work of laying cables for the government. The work is risky and tedious. They have to lay cables by digging underground and the hours are long. However the workers were not covered by any labour laws, such as provident fund or social security schemes. After lot of protests, arrests and demonstrations they have now been covered under the provident fund scheme but they are still to get the benefit of the social security schemes applicable to other workers of organized sectors.

Globalization has brought in employment in call centers. Since the call centers cater to European countries and to the United States the workers are required to mostly work night shifts. The continuous lack of sleep during the night has affected their metabolism and their social life. The employers are not covered by Indian labour laws and therefore any violations of their workers' rights go unpunished and many times unnoticed.

The other sectors of workers are the domestic workers most of them are unorganized and have no unions. However in Karnataka the state, after a long struggle by different voluntary organizations, has brought in a law regularizing their wages and hours of work. However the implementation of the law needs a lot of effort as most of the domestic workers are not unionized and have no forum for complaint. They are not even aware of their rights as per the new laws as they are mostly illiterate and very poor.

Similarly, construction workers invariably have no union, no minimum wages. Though some of the labour laws are applicable to them, they generally have no way of getting them implemented as they are migrant workers and have to move on in search of work. The children of construction workers have no access to creche or school or good medical care. They die young and have no permanent homes or property. These workers mostly come from other states in search of employment due to poverty caused by drought and other natural disasters. Agricultural workers too lack protective labour laws. Recently there were many suicides among farmers who due to crop failures could not repay the heavy debts to the government and financiers.

I have however a success story to relate as to how Pourakarmikas, the workers who clean the streets of Bangalore, came together by organizing themselves in to a massive union and fought the system of contract employment against the government. They carried out demonstrations,

protests and meeting and negotiations and thereby some of the workers became regular permanent employees of government. Thus they could come under the benefits of labour laws such as minimum wages act, the employee's state insurance act, the provident fund act etc. While many of them still don't get their full salary, and their rights have been obtained only on paper and not in spirit, they have become organized and made progress.

Trade unions developing countries have some are peculiar characteristics, mainly because of the social and economic conditions that obtain in them. These countries suffer from certain features of economic backwardness, such as mass poverty and low standard of living. Many of these continue to be predominantly agricultural countries. Out of 665.3 million people in 1981 in India, only 222.5 million (i.e., 33.4 percent) are workers, 41.5 percent of them being cultivators. A predominantly agricultural country cannot have a strong viable trade union movement, for trade unions are organized mainly by industrial workers, The trade union movement has not, as yet, reached either the peasant or the landless labourer in our country. Among non-agricultural workers, trade unions have progressed only in such sectors as large and medium industries, construction and transport. Workers in agriculture and small-scale industries are difficult to organize.

The characteristics of trade unions also depend upon the nature of management. In their book "Industrialism and Industrial Man", clark kerr, John T. Dunlop, F. Harrison and charles Myers have identified five types of leaders of industrialization and explain, the relationship of workers organizations with these types of management.

Dynastic (Family Type) Management: Trade unions are industrial in structure, and are dependent on the management.

Management of Middle class Intellectuals: Trade unions are more independent, their leadership is mostly from within, and they rely on collective bargaining.

Foreign-Owned Concerns :- Leadership of trade unions is with nationalist of independent intellectuals.

Public Sector: The principles of co-partnership is advocated.

Management of Revolutionary Intellectuals: Trade unions are used as instruments of party because the leadership comes from party cadres.

In developing country, organizations of workers come up against numerous problems, such as mass illiteracy, diverse languages and cultures, political and economic dependence, inadequate industrial development, resistance fo employers, migrant character of labour, high rates of absenteeism and labour turnover, and geographical separation of groups because of inadequate means of transport and communications. Labour movements in developing countries are dominated by political parties. Political unionism divides the movement on political lines and encourages rivalry.

As trade unions are increasingly pre-occupied with the political issues rather than with industrial and economic matters, they become inherently weak: they have low membership and unsound finances. Because of their weak bargaining power, they rely increasingly on legislative provisions and not on collective bargaining. This attitude leads to state control over labour through measures of labour legislation and labour administration.

And the present chapter attempts have been made to highlight the problems of railway workers who are the members of the trade unions and their relationship with the management. Various issues concerning membership, durations of the services of workers and their nature of service and exactly what are the problems, they were facing. Along with the types of

the problems: What was the relationship with management and what were the problems with management have been discussed.

Attempts have also been made to study the trade unions and the nature of help they extended when worker facing difficulties by railway organization. In order to make a study meaningful data were collected to asses the degree of harassment by management given to trade union members. It was also observed that even trade unions discriminated their own members on the basis of various factors. It was also observed that workers were performing hazardous work but safety measures were provided to avid any accident. Majority of the workers were loyal to their respective unions.

During this year 2007-08 union have reformed them self recently election were held in which representative N.C.R.M.U. was represented by majority of its members. The era of multiple city of trade union have ended particularly in divisional headquarter of Jhansi. Though its main offices in located in Allah bad. This union was recognized by management and it was legitimate to put the grievances of railway workers before management.

Table -11

Table showing membership of Trade union

S.No.	Membership	Name of Union		embership Name of Union Total		Total	Percentage
	of Unions	N.C.R.E.S	N.C.R.M.U.		(%)		
1.	Male	100	100	200	66.67		
2.	Female	50	50	100	33.33		
	Total	150	150	300	100.00		

From the above table it can be seen North Central Railway Employees
Sangh had 100 male and 50 female, similar numbers were taken from North
Central Railway men's union for the purpose of study in ordered to have equal representation.

Table -12

Table showing period of service

S.No.	Period of	Name of Union		Total	Percentage
	Service	N.C.R.E.S	N.C.R.M.U.		(%)
1.	1-4 yrs	5	44	49	16.33
2.	5-9 yrs	5	9	14	4.67
3.	10-14 yrs	11	23	34	11.33
4.	Above -15 yrs	129	74	203	67.67
	Total	150	150	300	100.00

About 67.67% of the respondents were representing 15 years and above service and 16.33% respondents were from 1-4 years group of service.

So maximum no. of respondents which were 203 out of 300 respondents were working for 15 years and above.

Table -13

Table showing nature of service

S.No.	Nature of	Name of Union		Total	Percentage
	Service	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Temporary			_	-
2.	Permanent	150	150	300	100.00
3.	Contract Basic	-	-		-
4.	Other			-	
	Total	150	150	300	100.00

It was found that all the respondents were permanent. No body was temporary or on contract basis. 100% respondents were permanent in the organization. Reasons may be that only permanent members become the members of trade unions because they are not at the mercy of management and, they were benefited by collective bargaining.

Table -14

Table showing opinion of members regarding problem faced

S.No.	Any Problem	Name of Union		Total	Percentage
	with the	N.C.R.E.S	N.C.R.M.U.		(%)
	Trade Union				
1.	Yes	27	26	53	17.67
2.	No	123	124	247	82.33
	Total	150	150	300	100.00

From the table no. 14 it can be seen that majority 82.33% did not have any problem with their respective Trade unions. While 17.67% faced the problem of one are the other types.

Table -14(a)

Table showing type of problems faced

S.No.	Type of Problem	Name o	of Union	Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Bad Behaviors of the		1	1	0.33
	Trade Union Leader's				
2.	Lack of	10	16	26	8.67
	Communication				
3.	Not Competent to	17	7	24	8.00
	Solve the Problem				
4.	Any Other		2	2	0.67
5.	No problem	123	124	247	82.33
	Total	150	150	300	100.00

Type of the problem faced by the member of the trade union were about lack of communication with trade union leaders 8.67% followed by 8% of the respondents felt that trade union leader were not competent to solve the problem. Because leadership in the trade unions is not very competent some times politics plays a greater role among leaders and they are pre-occupied with political activity.

Table -15

Table showing problem faced by members from railway organization

S.No.	Problems due to	Problems due to Name of Union			Percentage
	Railway	N.C.R.E.S	N.C.R.M.U.		(%)
	Organization				
1.	Bonus	103	54	157	52.33
2.	Wages	9	16	25	8.33
3.	Working Condition	14	40	54	18.00
4.	Interpersonal		5	5	1.67
	Relation				
5.	Any Other	24	35	59	19.67
	Total	150	150	300	100.00

Above the table shows majority i.e., 52.33 % found that Bonus was the major issue which Railway management was hard to negotiate. Another problem was related to working condition 18% were of the opinion that management was not very sincere to improve the working condition.

Table -16

Table showing sex discrimination in trade unions

S.No.	Difference	Name of Union		Total	Percentage
	between male &	N.C.R.E.S N.C.R.M.U.			(%)
	female worker				
1.	Yes	4	13	17	5.66
2.	No	146	137	283	94.34
	Total	150	150	300	100.00

It was found that majority 94.34 % from both the unions did not find any difference between male and female members of the union. On the other hand 5.66 % found discrimination on sex wise.

Table -17

Table Showing number of workers charge sheeted by Railway

Organization

S.No.	Charge	Name of Union		Total	Percentage
	Sheeted by	N.C.R.E.S	N.C.R.M.U.		(%)
1.	management Yes	57	74	131	43.67
2.	No	93	76	169	56.33
	Total	150	150	300	100.00

From the above table it can be seen that question regarding punishment given by the management to the members of the union is indicative of the fact that from North Central Railway Employee Sangh and from North Central Railway Men's Union total 131 about (43.67%) were charge sheeted and given punishment. Despite the fact, that they were active members of the union.

Table -18

Table showing Harassment given to trade union members by Railway

Organization

S.No.	Opinion	Name of Union		Total	Percentage
	Regarding	N.C.R.E.S	N.C.R.M.U.		(%)
	Harassment				
1.	Yes	17	32	49	16.33
2.	No	133	118	251	83.67
	Total	150	150	300	100.00

Above table shows, despite being member of Trade Unions, Railway Organization harasses the Union members. In both the Unions 16.33% were of the Opinion that they were victimized by the management. Thus it can be presumed that trade union are not very strong enough to prevent the harassment of individual cases though number was found to be insignificant.

Table -19

Table showing discrimination among Trade Unions by the Railway

Organization

S.No.	Any	Name of Union		Total	Percentage
	discrimination in	N.C.R.E.S N.C.R.M.U.			(%)
	the organization				
1.	Yes	7	28	35	11.67
2.	No	143	122	265	88.33
	Total	150	150	300	100.00

Question was asked from the respondents whether they found any discrimination in their respective trade unions. About 11.67% found that there was discrimination on various ground.

Table -19(a)

Table showing type of discrimination

S.No.	Type of	Name of Union		Total	Percentage
	discrimination in	N.C.R.E.S	N.C.R.M.U.		(%)
	the organization				
1.	Age factor		3	3	1.00
2.	Qualification	2	15	17	5.67
3.	Sex factor	4	9	13	4.33
4.	Religion	1	1	2	0.67
5.	No discrimination	143	122	265	88.33
	Total	150	150	300	100.00

In the present study two unions VIZ North Central Railway Employee Sangh and North Central Railway Men's Union were studies because they were represented by Majority of the members. Question was asked whether both the unions were discriminated on account of certain factors. 11.67% of the both the unions agreed that they were discriminated on the various ground like, age, qualification, sex and religion.

Table -20

Table showing nature of work performed by members

S.No.	Work is hazardous	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	90	72	162	54.00
2.	No	60	78	138	46.00
	Total	150	150	300	100.00

From the above table it is clear that respondents were asked regarding the nature of work. They were performing and their respective section. Majority 54% agreed that they were performing hazardous work. While 46% opined that there work was not hazardous.

Table -20(a)

Table showing Opinion regarding safety measures

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S N.C.R.M.U.			(0/)
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Safety measures	76	56	132	44.00
2.	Dress	14	16	30	10.00
3.	No hazardous	60	78	138	46.00
	Total	150	150	300	100.00

Table shows that members of the both the union were asked whether they get safety measure majority 44% agreed that they were provided safety measures.

Table -21

Table showing change of membership

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	3	4	7	2.33
2.	No	147	146	293	97.67
1	Total	150	150	300	100.00

From the above table it can be seen that opinion of the respondents was elicited whether they have changed the membership of their union. Majority 97.67% have never changed its membership which shows loyalty towards their respective unions.

Table -22
Table showing views regarding recognition of Trade Union

S.No.	Your Trade Union is	Name of Union		Total	Percentage
	recognized by	N.C.R.E.S	N.C.R.M.U.		(%)
	Railway				
	management				
1.	Yes	150	150	300	100.00
2.	No		- · · · · · · · · · · · · · · · · · · ·	-	•
	Total	150	150	300	100.00

Views of the respondents were sought to know the status of recognition of respective trade unions by railway organization. All the respondents agreed that their unions were recognized.

Table -23

Table showing Opinion regarding legitimacy and continuation of Trade

Union Activity

S.No.	Opinion	Name of Union		Total	Percentage
	N.C.		R.E.S N.C.R.M.U.		(%)
1.	Yes	150	150	300	100.00
2.	No	-			- · · · · · · · · · · · · · · · · · · ·
	Total	150	150	300	100.00

Majority of the respondents, agreed that activities of the trade unions were legitimate and they should be continued.



CHAPTER-6

ROLE AND FUNCTION OF TRADE UNIONS





ROLE AND FUNCTION OF TRADE UNIONS

Trade Unions are organized by workers to solve the labour problems created by modern industry. Hence, it is in the interest of trade unions to understand the nature of modern industry and the nature of labour problems. Various agencies in the field of labour are working to tackle these problems.

The state uses the method of labour legislation and labour administration.

The employers try to deal with labour problems through the methods of personnel management and labour welfare.

Public organizations try to solve the economic and social problems of workers and their families through voluntary social work activities.

The best agency which the worker can employ to deal with labour problems is their own organizations, i.e., the trade union. The primary duty of a trade union is to solve the labour problems created by modern industry.

It can, through organized action, eliminate exploitation and provide better welfare facilities to workers. It can use a variety of methods, such as mutual insurance, welfare work, collective bargaining, labour legislation, and even direct action like strikes, etc.

The roles of trade unions have been influenced by the different ideologies at different time. The trade unions of railways are more highly developed then their forerunners, they undertake a wider ranger of functions and they have a clearer perception of their ultimate aim. The trade unions of old had primary responsibilities of improving working conditions only, but they have now acquired new meaning and under taken task of national reconstruction. They have to play an increasing important role in the

economic development of the country. They are considered as an essential tool for industrial peace.

In one word, they include welfare schemes of unions with in the factory to improve the position of the workers in relation to their employment. This class of function includes activities for solution of the problems such as hours of work, wages, rest-interval and sanitation. Safety continuity of employment and soon. Thus the unions are not merely interested in provision of financial incentives to the workers but also in bargaining with the management for maintenance of favourable working conditions in the establishment as they have got wholesome influence on the health and efficiency of the workers. As the worker is not simply a cog in the machine, the unions try to achieve certain power to control the management of the industry.

They refer to those functions of the unions which are carried on the help of the members in times of need. This class included provision of educational, recreational and housing facilities by the unions. The unions raise funds in the form of subscriptions from their members grant a number of benefits to those subscribers who are victims of the casualties like sickness, old age accidents, or unemployment. The provision of such contingencies is made to remove sense of insecurity from the minds of the workers.

The political colour given to the unions is to strive for realization of its economic objective through legislation and administrative measures. The history of trade unionism in this country records profound effects of the Political Leaders like, Tilak, Gandhi Ji, Harihar Nath Shastri, Sardar Vallabh Bhai Patel, J.L. Nehru, Jai Prakash Narain, V.V. Giri, Arjun Arora, Ganesh Dutt Bajpai, Raja Ram Shastri, M.N. Joshi, George Fermandis, S.P. Awasthi, L.N. Awasthi, S.S. Yusuf and Ravi Sinha, on its growth. Again it is to be emphasized here that the unions are authorized to have a fund for political

purposes which imply incurring of expenditure on election of the labour representatives to the legislature and holding of political meetings.

The above discussion upon the survey development, nature, function and roles of trade unions promises a strong theoretical base to initiate an empirical study of the role of trade unions in determining the conditions of work and terms of employment of workers with particular reference to Railway's in Jhansi.

An interest in the role of trade unions in the field of determination of condition of work and terms of employment begins with John J. Dunlop. Wage determination under trade union, 1944: Jack Barbash, 'Labour unions in action' 1948, later on specific studies were made by Cohen and Evane, working conditions and employment, Gadgil D.R. 'Relation of wages and other problems of industrial labour in India', Goah, S. 'Trade unionism in under developed countries', Hearnshaw and Winterbourn, 'Human welfare and industrial efficiency', which reflect the mechanism and the process of the role of trade unions indetermination of the conditions of work and terms of employment. International labour organization, 'Problems of wage policy in Asian countries'; Pierce, J.C. 'Wage system in industry and government of India's reports of the central wage board for the cotton textile industry 1959, trace the development and changes in the role of trade unions in determining the conditions of work and terms of employment.

From the above survey its appears that the role of trade unions in the determination of the conditions of work and terms of employment is conditions process and its accounts, its course are related wit social, political and economic factors in contemporary cultural frame work. Increasing recognition of democratic principles awakening in industrial technology and the welfare policies of state have contributed to the strength of trade unions in

their roles of improving the conditions of work and term of employment of workers in the industry.

Terms of Employment

(a) Recruitment:

The type of personnel and method of its employment have an important bearing on the quality of industrial relations. It is at the time of recruitment of that a worker comes into contact with the management for the first time. Thus, his attitude towards his bosses and employer is largely determined by the first reception he is accorded. These impressions about the cocern and the management are deep rooted and last longer. Therefore, proper recruitment is the foundation on which the edifice of harmonious industrial relations rest. Every candidate, whether he is selected or not, should be given adequate attentions and sympathetic treatment, such a reception, besides winning the hearts of those selected, enhances the goodwill of the concern.

India is a country of village and the majority of the working population is village brad or atleast villager at heart. Although in recent years there has been a tendency for the emergence of a permanent class of industrial workers who is ready to break all its connections with the soil and take up industrial employment as a permanent career, the village still remains an important source of labour supply.

Before attempting the assessment of trade union as a power with reference to the role and functions of its leaders in Railways, Jhansi, it requires an understanding of the new role of the organized labour, constraints in social interaction, collective agreements and democratization of employer-employees relations, and terms of settlement in its power context. Besides we have also to understand the social setting of collective bargaining, social interaction and collective dynamics, industrialization and group structures.

The three groups, namely the employer, the employee leaders, and the State enjoy unique power structure and bargaining strength. Should a conflict between the employer and the employee leaders lead to a confused state, the state intervention attempts to diffuse it. In fact, the realities of union Authority lie in collective bargaining. The industrializing and union elites are the two forces to reckon with. The revolutionary intellectuals as prime movers, the national elites, and constitutionalism institutionalized regulations and collective relations, regulated bargaining and status systems, Assimilation of members- new and old in Indian context and sociological orientations.

A reconsideration of the role of organized labour can provide a new perspective to their status, Reckone as a social forces, the union's temporal existence had been the most important means through which wage earners could make provisions against loss of income adversity and injustice. The worker was formerly treated to be a factor of production, hired and fired at the will of the master. With the achievement of organic social force, the labour organization came to maturity and were enthused to achieve what had been their due. Despite the trade union problems like the small size, financial weakness, reliance on out side leadership, inter-union rivalry, absence of the growth of national unions and ineffective or inadequate use of the methods of trade unionism, the organized labour has gained social stability. Still it could only partially achieve the desired solidarity essential for expression and recognition.

It is believed that the enhancement of employees status and enlargement of their area of operation and participation affecting national labour policy can best be achieved through the functioning of various institutions, codes and tripartite conventions. Arrangements for the employee consultation on the various issues of the undertaking have been tried through

the best forms eliciting employees co-operation are still wanting. The worker still stands in need of integration with the social structure of which he is a prominent part.

The dehumanizing effect of impersonal administration has isolated the worker completely and there are imminent dangers of widening the gap with the development of automation. The restoration of the loss of personal relationship requires a new adaptation. The scientific use of modern management techniques implies a proper understanding and sharing on the part of unions in order that their roles may become effective. The development of expert assistance regarding industrial engineering techniques inside the unions and healthy growth of communication in their rank and file, provide hopes for an easy adjustment with the rapidly changing patterns of authority and relationship. Rationalization, retrenchment, pressure for jobs and social security measures admit the need for a new turn in the trade union movement towards greater stability and loyalty in the work force.

The development of the public sector and a shift towards nationalization or change of ownership, have been emphasized for solving problems and raising the morale of the working groups. For the worker of today, ultimate ownership of the enterprise makes little difference and he faces the problems of change in techniques, new skills and authoritarian management. In spite of the exhortations in the second Five Year Plan for workers in the public sector undertakings problems and conflicts remain there to tease both the unions and workers. For the worker in the public sector the problems of human relations present an impasse which are distinct from emotional ties of ownership. If the management's task can best be described as "administering the social system", the morale must find its basis in mutual

trust and confidence. This needs voluntary efforts on the part of the parties to recognize, accept and work for a common objective.

With the growth of a welfare state the original concept of master and servant is now determined by the new concept fo social justice. The preamble and the directive principles of the constitution incorporate the ideas of a welfare state and social justice. They have been reiterated in the first Five Year Plan and in the Industrial Policy Resolution of 1954 and 1956. The definition of social justice has not been clarified to meet all the situations. Its flexibility leaves room for changing interpretations. The Supreme Court of India in its decisions on bonus, on dismissals, on discharge and on retrenchment has applied the concept with caution. Social Justice has been interpreted to be the principle of equity applied to protect the weaker party in the industry. If an employer can not maintain his enterprise without cutting down the wages of his employees, and provide the law, even a bare subsistence or minimum wage, he could have no right to conduct his enterprise on such terms. "However, the endeavour of the state has been to encourage mutual settlement, collective bargaining and voluntary arbitration to the utmost, and thereby to reduce to the minimum occasions for its intervention in industrial disputes and exercise of special power".

The industrial courts have never justified the prerogative of management of hire and fire. At the same time it has been recommended that "the out look of unions with regard to the question of wage should be attuned to the requirements of economic development in accordance with considerations of social justice." The role of labour in promoting better standards of living for the community involves acceptance of greater regularity in attendance, disciplined behaviour and meticulous discharge of duties. To ensure this greater attention has to be paid to the spread of literacy

and healthy development of trade unions so that workers are not exposed to exploitation and can act with greater responsibility.

The doctrine, thus enunciated in the plan minimizes the adverse effect on trade union growth and solidarity. The temper of the times has changed and the organized labour would substitute collective bargaining in place of free sale of labour. With the increased power of the state the organizations of labour have pinned their faith in the development from organized collective bargaining to status. The new role of the organized labour would be to achieve not only the elimination of tension among various social groups for an increase in the share of national income, but also to attain with full awareness of external circumstances a proper poise of social and economic welfare and maintain a balance of power. But in the institutional frame work of capitalism of its transition of industrial socialism the conflicts between the social and economic goals of the organized labour are unlimited. The organized labour devoid of unity and concerted approach has been so far gaining ground only through its allegiance to the power of the state organizing the millions to achieve their class status is not an impossibility for the workers have now understood the privileges and rights which can be bestowed upon them if they stand united.

Table -24

Table showing Behavior of the management and Welfare Officer

S.No.	Behavior	navior Name of Union Tota		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Good	91	65	156	52.00
2.	Very good	12	28	40	13.33
3.	Average	47	57	104	34.67
4.	Bad		-	_	
5.	Cont say			-	
	Total	150	150	300	100.00

Majority 52 % were having positive opinion that their behavior was good while another significant percentage i.e., 34.67% found if average.

Table -25

Table showing participation of members in Union Meeting

S.No.	Participation in	Name of Union		Total	Percentage
	meeting	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	142	138	280	93.33
2.	No	8	12	20	6.67
	Total	150	150	300	100.00

The above table clearly shows that there were 280 (93.33%) respondents who take interest in union meeting and 20 (6.67%) respondents were not interested in union meeting or in any other activities.

Table -26

Table showing facilities provided by Trade Union to the members

S.No.	Facilities provided	Name	of Union	Total	Percentage
	by Trade Union	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Education	25	32	57	19.00
2.	Insurance	6	3	9	3.00
3.	Health	98	56	154	51.33
4.	Better working	21	57	78	26.00
	condition				
5.	Any Other		2	2	00.67
	Total	150	150	300	100.00

It was found from the above table that Trade Union helps in getting facilities 154 (51.33%) respondents said for health followed by 78 (26%) respondents said for better working condition.

So majority of respondents said for health thus it can be concluded that health was the major area where trade union were helping to its members.

Table -27

Table showing assistance given by Trade Union

S.No.	Help given by	Name of Union		Total	Percentage
	Trade Union in case	N.C.R.E.S	N.C.R.M.U.		(%)
	of any problem				
1.	Yes	147	130	277	92.33
2.	No	3	20	23	7.67
	Total	150	150	300	100.00

The interpretation in case of problem Trade Union would assist the member, it was found that 92.33% respondents were satisfied and gave positive response.

Table -28

Table showing the Opinion of respondents regarding role and function of

Trade Union

S.No.	Trade Unions Role	Name of Union		Total	Percentage
	and functions are	N.C.R.E.S	N.C.R.M.U.		(%)
	successful				
1.	Yes	150	150	300	100.00
2.	No	-			
	Total	150	150	300	100.00

Total respondents agreed that role and function of trade unions were successful.

In this chapter attempts have been made to show the behaviour of management to words trade union members. Various issues concerning participation of members in union meeting and facilities provided by trade union to there members have been discussed.

Trade unions provide different types of help to its members in case of any problems this has also been highlighted in the present study. What can be the role and function of trade unions has also been assessed in the present study. Majority of the trade union members agreed that role and function of the trade unions were successful and they provided all types of assistance at the time of crisis.



CHAPTER-7

RELATIONSHIPBETWEEN TRADE UNIONS, WORKERS AND MANAGEMENT

RELATIONSHIP BETWEEN TRADE UNIONS, WORKERS AND MANAGEMENT

Present chapter deals with the relationship between Trade unions, workers and management. It has been observed that trade unions support workers at the time of their victimization or humiliation. Trade unions in the railways put demand before the management and they also support in taken action against the management. Majority of the workers were satisfied with their respective trade union leaders, unions which operate in railways often convene regular meeting on unions and workers regularly participate in those meeting. In decision making process workers are concerted and they accept the decision of their leaders. In case of family matters it was found unions do not provide any positive help in solving the personal problem. Most of the meeting which were called by the unions was for the welfare of the organization. In case of dispute among fellow workers trade unions try to settle them. Respondent were asked that trade unions activities were essential for collective bargaining most of the agreed that it was essential. As regard behaviour of the Trade unions leaders with the members at was found good by majority of the workers. No members form the workers family ever participated in union activities. No award was given to the union members for the excellent work performed by them for the welfare of the trade unions. Very insignificant percentage of the workers agreed that they receive certificate of merit and medal for the good work they have perform for the trade unions.

The growth of trade unions has proved a boon to the working classes. However, there is sometimes criticism of the trade union activities also. Trade unions generally adopt a hostile attitude towards rationalization or improved methods of production, lest some workers should have to go out of work, and often advocate a go-slow policy which retards industrial progress and reduces national dividend. Sometimes, intoxicated with their strength or misled by others, they have launched strikes on flimsy grounds and done incalculable harm to themselves, to the producers, and to the community generally. They also sometimes create artificial scarcity of labour by demanding that only union personnel should be employed. But inspite of these defects, on the whole, trade unions do very useful work and have supplied a long felt need and filled and important gap. A strong trade union is guarantee of industrial peace and makes for stability of industry. Any decision agreed upon collectively by workers is bound to command obedience of and respect among the general body of workers, and employers also cannot afford to treat such decision in a light manner. They not only bring about improvement in the conditions of work, employment and wages of workers but also lead to greater efficiency among labourers and create a feeling of self-respect and confidence among them. It can be easily seen that in their absence the workers would have been ruthlessly exploited, and if the masses suffer does the nation gain?

For a healthy growth of trade unionism in India. No amount of encouragement form outsiders can infuse life in the unions which have nothing better in themselves. True vigour can come only from within. At present, due to various causes mentioned above, there are divisions in the ranks of trade unionists. Hence, it is very essential to provide training and education to the workers. They must understand the benefits of a strong and healthy organization. Trade unions must extend their activities towards

educating their members by having frequent meetings, discussions, lectures and welfare activities and should not work merely as strike committees. Besides, it is also essential that the labour leaders should be persons who have themselves been workers, and proper training should be given to them. The greatest need of the day is that trade unions must be free form politics and should confine their activities to the betterment of the working classes only. A great psychological change has come over the workers during the recent years. They have become more and more conscious of their rights. But in this transitional period they seem to have forgotten their duties. There are all round complaints from the employers that the efficiency of the workers has gone down. They do not like to work and the employers cannot do anything because there is always a fear of a strike. Such unhealthy atmosphere has to be removed, and the best remedy is the growth of labour organization on healthy lines. The proposed legislation on trade unions may put the movement on a very sound footing and may help in the growth of strong unionism, but legislation can only act as a palliative and can only prevent the abuses. Until the workers protect themselves, the Government or the public cannot help them. The advantages of labour laws can be taken with the assistance of organized unions only. It must be fully realized that the growth of a healthy labour movement will lead to cooperation between the organized workers and the employers. It will increase production and will lead to industrial peace. Hence, the employers should also realize the advantages of a strong trade union organization and should overcome the present attitude of considering the unions as a challenge to their authority. It may also be pointed out that the betterment of the economic position of the workers would also lead to better organization. As mentioned above, until the workers have got sufficient time, energy and funds, to carry on organized activities, growth of healthy trade unionism will not be possible. Hence, the problem of healthy organization cannot be dealt in an isolated manner. Practical difficulties and the facts must be emphasized, however, that the difficulties in the growth of healthy trade unionism in India are pressing labour problems and serious efforts must be made to overcome them if we want more efficiency on the part of the workers and more production in the country.

As a sequel to rapid industrialization after independence, there has been a managerial revolution in India, involving a break from tradition towards modernity. A diverse and complex picture of employers/management had emerged in the country. The two prominent trends following this development are:

Authoritarian and paternalistic. It is hard for employers/managements to accept labour and their unions as significant participations in the process of making decisions/rules to influence their relations.

They prefer to view labour as either servants or as children, and therefore look upon their unions with doubt or suspicion.

The attitude of employer/managements and their handing of labour relations are complex and diverse. A wide variety of influences operate in the field, such as the rapid growth of the public sector, increase in foreign investments in Indian enterprises, and pressures form the government and organized labour. At one end of the scale is the traditional authoritarian or paternalistic form of management, which fails to develop stable labour relations because of the prevailing atmosphere of suspicion and antagonism. At the othe end are what Van D. Kennedy calls the blue ribbon enterprises in Indian industry. These include new firms in the newer industries and foreignownership firms which practice modern methods of management. The third variety is of those industries where strong employers' associations have

developed to carry out various task on behalf of their members: the Millowners' Association in Mumbai for the textile industry and the Indian Jute Mills Association for the Jute industry in Kolkata.

In nation-wide industries such as the railways, the Posts & Telegraphs, banking, insurance, ports and docks, and defence industries, the problems of labour are tackled on an all-India basis, and the relationship between the parties are regulated through negotiations at the national level.

The employers/management in India are not a homogenous group, but rather a mixture of diverse groups with different attitudes to labour and different ways of dealing with it.

The main issue in regard to the government's role is the degree of state intervention in the formation, maintenance and direction of industrial relations. In India, particularly after independence, the government has been playing a comprehensive and dominant role in shaping the pattern of industrial relations. In the mixed economy of our country, the state has emerged as a big employer. The government evolves through tripartite forums the norms or standards which are in the nature of guidelines shaping industrial relations. It accepts the responsibility of ensuring conformity to these norms through the administrative and judicial machinery. It enacts legislation and implements both the substantive and procedural laws.

The industrial relations policy of the government forms part of the broader labour policy. The main tenets of this policy, as stated by the National Commission of Labour, are:

- (i) Primacy to the maintenance of industrial peace.
- (ii) Encouragement for mutual settlement, collective bargaining and voluntary arbitration.

- (iii) Recognition of the workers' right to peaceful direct action, i.e., strike.
- (iv) Tripartite consultation.

The state intervention primarily aims at preserving industrial peace and has, therefore focused attention on: (a) The avoidance of industrial disputes; (b) The expeditious settlement of industrial disputes when they do arise.

The state has done little in India to encourage the growth of a strong and effective trade union movement by providing for trade union recognition, and promote a stable relationship between labour and management by fostering the growth of collective bargaining. Though in its policy pronouncements considerable importance has been assigned to building up stable bipartite relationship, the machinery for the settlement of industrial disputes by government intervention is often pressed into action in preference to the bipartite negotiations and collective bargaining. Only about 25 to 33 per cent of the disputes are resolved through mutual settlement.

The adjudication and other regulative aspects of the role of the government continue to form the core of industrial relations in India. The details of the machinery for the settlements of industrial disputes and also of the method of collective bargaining have not been spelt out here, for these have been separately dealt with in other chapters.

To sum up: India continues to be a country with a high incidence of strikes. Trade Unions are predominantly small, financially weak and fragmented. As the issue of trade union recognition has remained unresolved, conflicts arise over the organizational issue of identifying the sole bargaining agent of the workers. The employer-management group is heterogenous, but the most common group among the employers is the authoritarian or paternalistic. A stable and mature bipartite relationship between the

employer/management and labour has not emerged because the practice of collective bargaining is still ill-developed. In the atmosphere of mistrust and suspicion between them, both the parties show a preference for a third party, i.e., government intervention for the resolution of their disputes. When they are disillusioned about the effectiveness of the machinery for the settlement of disputes, workers and their trade unions often resort to direct protest action in the form of open confrontations. The relationship between the two parties - the employer/management and labour with less mutual understanding and more antagonism is based on the crisis approach.

The prime requisite of sound industrial relations is the belief that the employees have a vital stake as that of the management in the survival and successful working of industrial enterprises. The factors important in this regard are their mutual trust and the readiness to understand each other's point of view. As against this, there are several factors which have gone against building up of responsible, workable bipartite relationship between the management and the labour and their trade unions in the country. At the back of their relations there is an atmosphere of suspicion and distrust. The relations between the employers and the employees have been essentially power relations engaging them in the game of trial of strength. As a result, the industrial relations scene is disputes ridden and full of record of long drawn out struggles and strikes between them. Industrial relations has traditionally been a 'fire fighting' function as the strategy of both the parties has been to react for countering each other's actions. The employers and the employees have not exerted to strengthen their bipartite relations, being significantly dependent on the state and its agencies to intervene in their mutual issues and for the settlement of industrial disputes. The industrial relations have been politicized, as the two parties - management and labour - have often sought utilizing their close links with the political parties, intermediation by the state agencies to help them for ending the conflict. The industrial conflict being endemic, the mediation by the political leadership in democratic government for resolving disputes because a common practice. The industrial relations have been conditioned by the legal framework consisting of enactments, executive authority and judicial pronouncements which laid the procedures and processes of interaction between the management and the labour and their trade unions. There has been a overdose of legislation, but what it lacks is the adequate machinery for implementation.

One major lacuna in the legal framework is that the industrial relations legislation of the Central government does not provide for any arrangement for the recognition of trade unions by the managements. Provisions in this regard have however been made in the state level legislations in some states in the country. Absence of any such provision for union recognition in the central legislation has failed in putting the bipartite relations between the employers and the employees on the proper track of evolving positive practices of dialogue between them.

Over the years, the Government has played a significant role in regulation that employer-employee relations with a tilt in favour of labour to project their interests including job security. The managements are now in the present scenario, pressing for more flexibility in their employee relations enabling them to reduce their labour cost burdens. The workers and their unions are opposing any further moves of releasing regulatory legal provisions for the fear of misuse by the management resulting in the worsening of the lot of workers.

A new phase has come up in employer-employee relations on account of the reorganization of enterprises and the introduction of diverse work

practices by the managements. The trend is away from the large-sized units by trimming the size to activities carrying on home production and for the rest relying on other enterprises. In the newly emerged industry group, the preference is for relatively small and flatter organizations. In the present environment, the composition of workforce has swung in favour of the workers of younger age group and with new skills and better technical background. As a result, the present industrial scene in the country consists of heterogeneity of employees in the workplaces with diversity of contractual relationships with the employers, as against the large number of workers previously employed by the managements under somewhat uniform condition. In other words, the terms and conditions under which the employees now work for their employers are contractual and tend to be more individualized in nature.

In the context of changing environment and the challenges faced, there is a need for (a) rethinking and hence revaluation of the key areas or dimensions of HRM functions, i.e., Acquisition, Maintenance, Motivation and Development of human resources and (b) going beyond the known boundaries of the personnel management tasks and training activities. The prime change required is that the HRM should be adopted as a total management approach. As against the present position of personnel management playing the second fiddle to the line authorities in the management, the HRM should enter into all functional areas and get integrated into the decision-marking processes in the enterprises. This will determine the degree or the extent to which the HRM issues are considered as a part of the business strategies formulated by the management. When the business strategies would give due weightage to tackling the problem of redundancy of labour, the adverse impact of the displacement due to changing technology could be averted or at least,

minimized. It is, therefore, said that the leadership in management and its attitude is fundamental to the HRM function in the changing scenario. The leadership need to have a vision - a set o f well spelt out goals including a human resources utilization plan recognizing human resources as assets and get this message across to all levels of employees so as to replace suspicion by mutual trust. The modernization of enterprises in the changing scenario has given rise to the diversion effect in terms of the significant alternation in the labour skills required. What is needed is the workforce diversification by imparting new and superior skills through training designed for re-skilling and even multi-skilling of employees. The agenda for HRM has to include the reorientation of the 'training' to cover these aspects of the internalization of the skills formation process rather than limiting to the training programmes devised to build up or increase motivation and competencies of management cadres.

The prominent problem facing the business and industry is the quality improvement and the increase in productivity of the enterprises. To the extent their working systems are reorganized to enhance the involvement and participation by the people - the employees - the HRM can make positive contribution in this drive to improve quality and increase productivity. The workplace set-up has to be reorganized to replace hierarchy by the Team work to encourage involvement for winning commitment. The efforts to foster involvement of employees has to go beyond the minimal moves of information sharing and consultation to lead to the participation in the decision-making on all the matters of common interest between the management and labour. This would mean the diffusion of management power to take decision and control in favour of granting, at least, partial autonomy to employees. A system of close and enhanced communication

would make it possible for the management and labour to identify the areas where their interests overlap so that the areas of overlapping interests could be extended and optimized. The innovations in work organization like redesigning jobs and in working systems like the introduction of (PQ) Productivity and quality Teams would give rise to more effective utilization and involvement of human resources. The agenda for HRM function for qualitative development of human resources would consist of proactive measures and positive programmes to achieve the workforce adaptality through diversification and involvement through active participation.

The labour-management relations have come up like a war game of conflicting interests. Having a vital stake in the working of business and industrial enterprises, the workers who could promote their interests through co-operative efforts, resorted instead, to fighting with management for their pursuits like achieving job security, wage increases etc. The roots of discord in the relationship could be traced and identified as the lack of understanding and absence of mutual trust.

The labour relations are adversarial and disputes ridden as the trade unions moved on the path of protests and confrontation in dealing with the management. To this, the management reacted by taking recourse to 'fire-fighting' practices. The history of labour relations in the country is a record more of the 'strife', i.e., the struggle by the workers and the trade unions as their representative organization than being an account of case-studies reflecting harmony and integration of interests between the two parties - labour and management. Certain broader environment factors impinge on the labour relations within the organizations. The lack of cohesiveness in society is marked by strain in relation between the socio-economic groups arising out of suspicion and long-standing prejudices. The strain in groups' relations in

society enters into the organizations and conditions bi-partite relationships. The leadership of the trade unions being drawn from outside, i.e., mainly from the political scene, the labour-management relations are 'politicized' causing divided loyalties and disharmony.

The business and industrial enterprises operating under these environmental conditions switched on to accepting HRM intervention in a piecemeal manner. The HRM practices have remained confined essentially to the personnel management function with added initiatives in conducting 'training' activities for the employees as well as the executives. The emphasis under training activities has been on the motivation aspects and on the modes of behaviour with a hope to change attitude to work and mutual relations between the two parties. The HRM departments have come up and the HRM function has to a certain extent, evolved in formulating its role, but the change in attitude of both the management and the employees has lagged behind. As a result, the concept and the practices of HRM are yet to catch up in the Indian situation. What hindered HRM/HRD approach from bringing a total change in the attitude and behaviour in the form of an integrated whole of intervention? The managements have introduced HRM practices to fall in line with the new phenomenon, but the backing of the corporate will is missing. The trade unions oppose the HRM intervention as the unions view it as a management gimmick to keep them away from the field. As against the slow pace of the acceptance and progress of HRM intervention in the country, it is emphasized that the adoption of HRM practices in Indian industry has now become a matter of 'necessity' in the environment that has emerged during last decade of 1990s or so.

It is observed that the management have two different approaches to the labour and their trade unions: (i) Some opt for stable, workable interaction

level and hold dialogue for resolving issues. (ii) There are others who design their strategies as would affect the interests of labour and undermine the trace unions. The recent changes under restructuring and the market orientation of economic reforms have enabled the managements to pursue policies and adopt strategies which are posing serious threat to the trade unions in terms of significant displacement and redundancy of labour. These changes have exposed the trade union movement to a dilemma of choosing options which would safeguard the interests of labour and also sustain the trade unions in future.

Improvements in technology and technology udgradution are labour displacing, but are the national priorities for development. The trade unions can hardly oppose these efficiency improving steps as such changes also offer the trade unions the opportunities of pressing for higher wages. The production reorganization, downsizing the scale of activities and contracting out work are the management strategies for rationalizing their manpower requirements for being cost-skilled labour in large-sized firms and decline in membership of trade unions, and yet the trade unions would have to support the growth of small-scale units which tend to benefit thereby. The managements are seeking the freedom to exit as the enterprises with continuously doubtful viability under competitive conditions would prefer to close down. The trade unions would not be able to defend employment security even when they resist these moves as the managements adopt tactics circumventing legal provision regulating closure of units.

Though the anxieties of redundancy and the problems of adjustment in regard to surplus labour under industrial restructuring are of paramount importance, the sustainability of the union movement would not need to rest on the interest of the current membership of trade unions. Both the

management and the labour and their trade unions have to come to terms with the realities of the compulsions of competitive environment and realize that they have equally vital stakes in the functioning and progress of business/industry enterprises.

The trade unions have to regain their strength by (a) disallowing further fragmentation (b) mobilizing membership among the unorganized younger workers and women workers and other categories like contract workers, part-time workers etc. This would take the trade union movement to a position where they would be less dependent on either the employer or the government for their survival in future. The trade unions would have to play an important role of working in cooperation and not confrontation with the management for the well-being of the working class including those who are unorganized and hence most exploited.

Table -29

Table showing support given by Trade Union at the time of Humiliation

S.No.	Support of Trade	Name of Union		Total	Percentage
	Union in case of	N.C.R.E.S	N.C.R.M.U.		(%)
	humiliation				
1.	Yes	147	145	292	97.33
2.	No	3	5	8	2.67
	Total	150	150	300	100.00

The interpretation of Trade Union support the member in case of humiliation was found among 97.33% respondents they, gave their positive response and were satisfied by Trade Union providing help at the time of humiliation.

Table -30

Table showing demand raised by Trade Union

S.No.	Demand put before	Name of Union		Total	Percentage
	management	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	150	147	297	99.00
2.	No		3	3	1.00
	Total	150	150	300	100.00

For the welfare of personnel Trade Union put the demand before the executives, 99% respondents said that Trade Union put up the demand for the welfare of the personal to management.

Table -31

Table showing action taken by the members at the time of crises

S.No.	Uneasy atmosphere	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Take it easy	8	13	21	7.00
2.	Go for the strike		4	4	1.33
3.	Support in taking	139	132	271	90.34
	action				
4.	Stop working	3	1	4	1.33
	Total	150	150	300	100.00

As per the above table it was clear that 90.34% respondents support in taking action and 7% respondents take it easy.

Table -32

Table showing satisfaction with Trade Union Leaders

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	149	149	298	99.33
2.	No			2	0.67
	Total	150	150	300	100.00

The interpretation related with the satisfaction of member by their trade union leader, it was analyzed that 99.33% members were satisfied by their trade union leaders.

Table -33

Table showing participation in meeting called by Trade Union

S.No.	Regular meeting	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	145	112	257	85.66
2.	No	5	38	43	14.34
	Total	150	150	300	100.00

It was found that 85.66 respondents attend the regular meetings of the Trade Unions and 14.34% respondent did not attend the meeting.

Table -34

Table showing having agreement with Trade Union Leaders in decision making

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	148	147	295	98.33
2.	No	2	3	5	1.67
	Total	150	150	300	100.00

From the above table it can be observed that both the unions agreed to the tune of 98.33% that decision taken by the Trade Union leader were accepted by the union members.

Table -35

Table showing help provided by Trade Union in relation to family matters

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	15	50	65	21.66
2.	No	135	100	235	78.34
	Total	150	150	300	100.00

From the above table it can be observed that 78.34% respondents said no that Trade Union help in solving the problem which is related with the family and 21.66% respondents said yes in solving the family problems.

Table -36

Table showing purpose of participation in meeting

S.No.	Purpose of meeting	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	For narrating their	37	22	59	19.66
	problem				
2.	Just for time pass	•		-	-
3.	For the welfare of the organization	113	128	241	80.34
4.	Any Other				
	Total	150	150	300	100.00

As per the above table it was clear that 80.34% respondents attend the meeting for the welfare of the organization. 19.66% respondents attend meeting for narrating their problems.

Table -37

Table showing misunderstanding with fellow workers

S.No.	Any	Name of Union		Total	Percentage
	misunderstanding	N.C.R.E.S	N.C.R.M.U.		(%)
	with your colleague				
	T.U. helps				
1.	Yes	142	131	273	91.00
2.	No	8	19	27	9.00
	Total	150	150	300	100.00

In case of any misunderstanding with the colleague, trade union helps in sorting out the problem. It was found that 91% respondents said yes that trade union helps in solving the misunderstanding among fellow workers.

Table -38

Table showing Opinion regarding collective bargaining

S.No.	T.U. activities are	Name of Union		Total	Percentage
	essential for	N.C.R.E.S	N.C.R.M.U.		(%)
	collective bargaining				
1.	Yes	144	133	277	92.33
2.	No	6	17	23	7.67
	Total	150	150	300	100.00

Respondents were asked whether trade union are essential for collective bargaining their activities were legitimate, it was found that it was essential activity and 92.33% respondents agreed by this statement and found it essential for collective bargaining.

Table -39

Table showing Opinion of respondents regarding behavior of Trade

Union Leaders

S.No.	Behavior of Trade	Name of Union		Total	Percentage
	union leaders with	N.C.R.E.S	N.C.R.M.U.		(%)
	the members				
1.	Very Good	14	34	48	16.00
2.	Good	96	69	165	55.00
3.	Average	40	47	87	29.00
4.	Bad	-			
	Total	150	150	300	100.00

From the above table it can be seen that members of the both the unions.

I that is 55% agreed that behavior of the Trade Union leader was good and they were help full to the members.

Table -40

Table showing participation of Spouse in Trade Union activities

S.No.	Spouse participation	Name of Union		Total	Percentage
	in Trade Union	N.C.R.E.S	N.C.R.M.U.		(%)
	activities				
1.	Yes	14	10	24	8.00
2.	No	136	140	276	92.00
	Total	150	150	300	100.00

Respondents were asked whether their family members VIZ, wife or any other members participate in trade union activities. Majority 92% were of the opinion that no any member of their family participated in union activities.

Table -41

Table showing Award given by Trade Union for good work

S.No.	Award by Union	Name of Union		Total	Percentage
		220000000000000000000000000000000000000			(04)
•		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	24	22	46	15.33
2.	No	126	128	254	84.67
	Total	150	150	300	100.00

Members of the trade unions were asked whether they have received any award for the good work for the sake of union. Majority 84.67% informed that they have not received any award.

Table -41(a)

Table showing nature of Awards given by Trade Union

S.No.	Nature of Award	Name of Union		Total	Percentage
	N.C.R.E.S	N.C.R.M.U.		(%)	
1.	In cash			-	
2.	Certificate of merit	3	12	15	5.00
3.	Medal	21	10	31	10.33
4.	No award	126	128	254	84.67
	Total	150	150	300	100.00

From the above table it can be seen that of the total respondents only 15.33% received awards given by the unions for good work, among them only 10.33% received medals.



CHAPTER-8

WELFARE MEASURES BY MANAGEMENT AND TRADE UNIONS AND THEIR SOCIAL RESPONSIBILITY





WELFARE MEASURES BY MANAGEMENT AND TRADE UNIONS AND THEIR SOCIAL RESPONSIBILITY

Many welfare amenities, described in the main report of the labour Investigation committee of 1946, have become a part of the employers, statutory obligations. We may now enumerate the different methods by which welfare amenities are organized today for industrial workers.

In the principal railways, a system of Staff Fund already exists and the major ports have their own welfare organization. The railways maintain hospitals and well equipped dispensaries with a number of Medical Officers. The railways also make provisions for the education of their employees by running school and giving scholarships and boardships. Most of the railways maintain Institutes and Clubs, providing facilities, for in-door and out-door recreation. There have also been grain-shop facilities to protect the railway workers against the rise in the cost of living. Many workers take rations from the railway grain-shops at concession rates in lieu of dearness allowance. In all major ports also there are well equipped dispensaries with qualified doctors, and all the major ports have provident fund schemes. There are co-operative credit societies at Bombay, Calcutta and Vizagapattam ports, which also provide facilities for workers' recreation. Canteens are also run on the major ports, mostly on a co-operative basis. The Government has also undertaken welfare work for seamen in Bombay and Calcutta, and has provided clinics, canteens and hostels for them. In the Central Public Works Department also medical facilities and provident fund schemes and pensions exist.

Thus, the Central Government has taken some active steps for providing welfare activities for the workers. Many State Governments have

also taken active interest in the promotion of Labour Welfare Schemes. Since the recent War a more vigorous policy in this respect has been followed, and many State Governments have embarked on a policy of providing welfare measures for the industrial workers.

In the present chapter attempts have been made to study the welfare measures provided by Railways under the statutory obligations and welfare measures provided to the workers by the trade unions and their social responsibility Trade Unions in railways help regarding Bonus and some times unions threaten to go on strike if bonus issues are not settled but majority of the trade unions in railways prefer negotiation instead of confrontation. In work place there are problems of workers which may be financial or social unions give them moral support. Workers in the railways usually get assistance from their unions in case of family disputes or personal problems. Workers are also helped to get job for their wards on compassionate ground.

In most of the areas in which help has been extended are health, education, scholarship etc. Unfit workers have also been helped and their medical checkup has been re-arranged. At the time of accident send them to the hospital and provide all possible help. Unions also help in providing compensation after having negotiation with the management. At the time of any crisis financial helps is not provided by the unions. Most of the respondents were conversant about the role and objective of the trade unions. Whenever any help checkup camp was organized under the auspicious of trade union most of the workers participated in educational camp.

It was observed in the study that cooperative credit society was run by trade unions and majority of the workers were member of the society. They mostly joined the society for the purpose of getting loans. Blood donation

camp was also organized by the unions in which most of the workers participated.

In the final analysis it was found most of the workers were satisfied with their respective Trade Unions.

These Facilities are Provided by the Railways Organization to their Employees

(1) Drinking water

The supply of drinking water comes under the category of basic measures. This is a legal requirement in trade unions. In some countries, the general requirements are rather more specific. There is variation from country to country in regard to the availability of drinking water.

(2) Sanitary and Hygienic Facilities

The maintenance of a clean, sanitary and hygienic work environment is now accented as asean important basic welfare amenity. These include toilets, water for drinking and washing. These are all the more necessary in India because of our hot and humid climate. As most of our workers generally hail from a rural background and have not had much education, they have to be educated in the use and maintenance of hygienic facilities.

Several factors operate against the provisions of this welfare amenity. It is necessary, therefore, to offer some practical suggestions. In the first place, many employers in a large number of workshops and handicrafts establishments cannot by reason of their limited means satisfy the minimum conditions regarding sanitary and hygienic facilities. Second there are some seasonal industries where the standards of sanitation and hygiene are rather poor. Third, after providing the amenity prescribed by law, managements do not care for its proper and continuing maintenance. Workers' ignorance and ingrained habits, too, are responsible for the unsatisfactory condition of the

toilets and washing places maintained by industrial undertakings. This is also the care with railway organization in Jhansi.

(3) Rest Facilities

This amenity provides a prescribed number of seats on the shop floor and in rest rooms or shelters. This facility helps to reduce fatigue, as it enables a worker to sit down occasionally without any break in his work, and contributes to his comfort and efficiency. Rest rooms are provided so that workers may relax during their breaks for rest or meal. They can also wait in comfort till the time they start work, particularly before or after late shifts.

The Factories Act provides that, for purposes of rest, suitable sitting arrangements have to be made and maintained for all workers who are obliged to work standing. The same legislation has also made a provision for suitable shelters, rest rooms and lunch rooms in a factory employing more than 150 workers. The ILO remarks: "In many undertakings in India, rest rooms are located adjacent to or near the workers' canteen and pleasantly furnished with easy chairs and with arrangements for music or radio broadcastings.

(4) Feeding Facilities

Mess rooms are an elementary feeding facility where with a few chairs and tables and in some cases lockers, workers can sit and eat in comfort the food they have brought from home. Presently, greater and increasing importance is attached to the provisions of industrial canteens in which wholesome food and drinks are provided to the workers at subsidized rates. A mobile van, called the mobile canteen, from which food and drinks are served to workers near the work sport is sometimes provided, which offers facilities to workers for light refreshments such as tea and snacks.

After the Second World War, as a result of war-time experience, the contribution of proper nutritious and balanced diet to the health and efficiency

of workers has come to be increasingly recognised. As early as 1946, the Labour Investigation Committee stated the main objectives of a workers' canteen. It said: "The workers' canteen is increasingly recognised all over the world as an essential part of the industrial establishment, providing undeniable benefits from the point of view of health, efficiency and well-being. To introduce an element of nutritional balance into the otherwise deficient and unbalanced diet of the worker, to provide cheap and clean food and an opportunity to relax in comfort near the place of work, to save time and trouble to workers on account of exhausting journeys to and from work after long hours in the factory, these are some of the objects of an industrial canteen."

(5) Medical Facilities

Since the Second World War, the importance of preventive and curative medial care has increased. It is now an accepted theory that health care for workers will help to reduce the incidence of sickness and therefore, absenteeism among them and will increase productivity. The importance of industrial health care in general has also been emphasized by the International Labour Organization. In 1931, the Royal Commission on Labour and the Labour Investigation Committee in 1946 underlined the necessity of providing basic health and welfare amenities.

The importance of industrial health services is greater in India than elsewhere because of the adverse effect of unhealthy work environment in many factories, because of the incidence of tropical disease, of long hours of work, low wages causing malnutrition and poor stamina, of illnesses due to ignorance and poverty and also because of the urban conditions of life which do not agree with workers who have migrated from their villages. These services include health and medical facilities inside and outside the place of

work. Intra-mural health amenities cover first-aid, ambulance rooms, industrial hygience, occupational health, and emergency medical care in case of accidents or sudden illness inside factory premises. As regards medical facilities in railways workers mostly enjoy this benefit through Hospital Services.

Apart from the medical and health facilities provided by legislation been by some employers on a voluntary basis, other similar services have been organized for workers by labour welfare canters and some trade unions. For instance, a substantial portion of expenditure on general welfare account of the Coal Mines Labour Welfare Fund is spent on medical facilities to miners. Similar medical care is provided for mica mine workers out of the Mica Mines Labour Welfare Fund. The Textile Labour Association, Ahmedabad, has made an extensive provision for its workers' health care through some dispensaries and maternity hospitals.

It has been observed that big undertakings- situated in out-of-the-way locations or in inaccessible areas like mines and plantations, or steel plants which have created new industrial townships- have provided a wide range of medical facilities. On the other hand, smaller and unregulated workshops and small-scale and seasonal industries have been unable to provide these basic medical amenities and, therefore, arrangements should be made to have at least first-aid and out-patient dispensary services for workers in these industries.

(6) Occupational Health Services

These are essentially preventive, very common in the industrially advanced countries of the West, and are gaining in importance and recognition in large sized undertakings in our country. One of the main functions of these health services is to protect workers against the health hazards arising out of

the nature of their work or the work environment. The service includes carrying out periodical medical checks of certain categories of workers to detect early signs of ill-health and prevent the outbreak of serious health complaints. Section 87 of the Factories Act refers to dangerous occupations and states that the State Government is empowered to make rules for any factory or class of factories in which any operation exposes persons to a serious risk of bodily injury, poisoning or disease. These rules may -

- (a) Specify an operation and declare it to be dangerous;
- (b) Prohibit or restrict the employment of women, children or adolescents in the operation;
- (c) Provide for a periodical medical examination of workers and prohibit the employment of persons certified as unfit;
- (d) Ensure the protection of workers; and
- (e) Prohibit, restrict control the use of specified materials or processes in connection with a particular operation.

(7) Family Planning

A great deal of attention has therefore been paid to family planning programmes for industrial workers. Many industries, particularly the big undertakings, have given priority to this programme and have made it a part of their health programmes for workers. Various committees are of the view that employers should make the family planning programme for industrial workers a part and parcel of labour welfare activities. In fact, the ILO Resolution of 1947 has referred to family planning as an integral part of labour welfare. The importance of this programme at the international level was brought out by the International Labour Conference at its Geneva session in 1966. Competent bodies have been asked to include education and provision of family planning measures in the personnel welfare programme in new and old industries.

In a few large-sized undertakings, Family Welfare Planning Centres are attached to factory hospitals, and offer a broad-based family planning programme which includes such measures as antenatal and postnatal care, paediatric care, birth control, spacing of births, infertility, education in family life, advice on nutrition, etc. A package deal of an integrated programme of family planning, maternity and child health care and education through health visions has been recommended by the Malaviya Committee for all the states. Family Planning Programmes are also provided in plantations and mines, though, as in factories, they suffer from many shortcomings, especially in the smaller plantations and mines. Among the workers themselves, there is an increasing awareness and a better acceptance of the small family norm. In Mysore, for instance, the workers of the Paper Mills Ltd., Dandeli, have themselves propagated family planning measures and have voluntarily agreed that their annual increment be postponed after the fourth child till they undergo sterilization. It has been remarked, however, that trade unions have not been deeply involved in the actual implementation of the family planning programme among workers. Workers' direct participation and involvement is, therefore, essential for the success of this programme.

(8) Housing

Housing can be provided to workers directly by employers, by workers' organizations or by pubic authorities. For employers of plantation labour, it is not legally compulsory to provide housing. But mines and plantation generally provide housing for their employees so as to attract and retain labour in new areas. The Coal Mines Labour Welfare Fund, in addition to its provision for housing accommodation, encourages colliery managements to build subsidized houses on the basis of a subsidy-cum-loan scheme for their employees. The Fund, under another scheme, even advances the entire cost of

the construction of workers tenements. Sometimes, when a new industrial plant develops in an isolated area, employees' housing is simultaneously planned. In this manner, company towns have developed near and around major iron and steel plants. In fact, according to the Bombay Building Act of 1948, permission for the extension of existing industrial premises in the city is granted only on the condition that 60 per cent of the additional labour to be employed will be provided with housing by the employer. A similar condition for the allotment of government land for industrial purposes is imposed before the allotment is actually made.

Housing has been provided by employers in a few industries for a certain percentage of their employees. In the cotton textile industry in the city of Bombay, the Millowners' Association has provided housing for about 8 per cent of their workers. Similar housing facilities for workers have been provided to a small extent by employers in the textile industry in other centres. Some major industries have constructed houses for their workers on a much larger scale, e.g., the jute mill industry (50 per cent), company towns of the iron, steel and cement industries. In these towns, however, employers have assumed almost complete responsibility for the construction of houses for the workers. The state-owned Railways has built a large number of houses of its employees.

The recommendations of the Malaviya Committee on Labour Welfare on industrial housing are:

(i) An all-India legislation should be enacted compelling industrial establishments other than plantation and mining industries, to provide housing for a certain percentage of workers, keeping in view the nature and location of the industry;

- (ii) Employers may be given exemption from or rebate on taxes for the amount spent on the construction of houses for industrial workers;
- (iii) Necessary steps should be taken and suitable facilities should be provided to enable co-operative housing societies to enlarge their membership and construct many more houses;
- (iv) Assistance should be given for the maintenance and repair of industrial houses through periodical inspection; and
- (v) Elementary civic facilities should be provided at these housing colonies under the Subsidised Industrial Housing Scheme.

Loans at a reasonable rate of interest from the Central Housing Board and the Life Insurance Corporation; assistance from the Employers' Provident Fund for the purchase of houses on the basis of hire-purchase system; and house-rent allowance - all these provide more houses and are known to have helped industrial labour.

(9) Recreational and Cultural Facilities

Recreation is a leisure time activity which is healthy diversion and a spare-time occupation. It refreshes an individual mentally, lessens the monotony and drudgery of his every-day work, and develops his personality on a wholesome basis. It has become an almost essential welfare amenity in industrial centres because of the necessary change it provides from factory environment and the necessary physical exercise it provides in the outdoor field as a welcoming change from the workers' congested and cramped living quarters. Cultural activities, moreover, counteract the ill-effects of life in urban areas, particularly in labour areas. The physical, social, cultural and intellectual benefits which flow to an individual worker from a proper use of

leisure are all reasons enough why recreational facilities should be more abundantly provided.

Schemes have been initiated and funds have been set up for this purpose in the Ministry of Defence and many Central Government undertakings, such as the Railways and Posts and Telegraphs. Provision for indoor and outdoor games for workers was made at the stage of the project plan itself for public sector undertakings. In major cities, the employers' effort have been supplemented by those of labour welfare centres whenever provision for recreational and cultural activities is made. These welfare centres are run either by State Governments or by a statutory Labour Welfare Boards.

(10) Educational Facilities

It is paradoxical that, in a country like India where the rate of illiteracy is very high, employers, with the exception of a few large undertakings, have not taken any initiative or made any attempt to improve the educational standard of their workers, nor have they provided educational facilities for their workers' children, some of whom might join the same organization in future. Lack of education is found to be the root cause of the inability of the workers to adapt themselves to changes from agricultural to industrial occupations. Education would improve the quality of the labour force, for it would provide opportunities for a proper training for the acquisition of skills and techniques which are essential for workers in an industry, and which will enable them to adjust themselves to their particular way of life, to help themselves by forming their own organizations, and to enable them to acquire broader values of life - personally, industrially and socially.

(11) Co-operatives and Savings Facilities

In the context of spiraling prices and the rising cost of living, the importance of fair price shops and supply schemes cannot be over-emphasised. Though these supply schemes and shops can be operated by the employer himself, it is the co-operative method which has been found to be desirable and has been recommended again and again by various committees and conventions. That co-operatives play a very important role in family welfare has been widely accepted.

The importance of consumer co-operative stores or fair price shops was initially realised during the Second World War when the distribution of controlled commodities was encouraged on a co-operative basis by the then Government of India. Later, the importance of this facility was highlighted by the National Co-operative Development and the Warehousing Board Committee of 1961; by the India Labour Conference at its 20th Session in 1962; and by the adoption of the Industrial Truce Resolution in 1962. A scheme was recommended by the Labour Conference, 1962, under which all industrial establishments, including plantations and mines employing 300 or more workers, were required to set up consumer co-operative stores as part of their labour welfare programmes. This scheme was voluntary. Accordingly, employers could assist in the establishment of co-operative stores in their industries by: (i) Participating in their share capital; (ii) Providing loans for working capital; and (iii) Granting a managerial subsidy;

Provision of rent-free accommodation or accommodation on nominal rent, and free supply of furniture and electricity were included in this assistance from the management. It was also proposed that employers should assist in the establishment, organization and running of these co-operative stores.

Some of the organizations which provide assistance to co-operative consumer societies are the Kolar Gold Fields, the Railways, and the Posts and Telegraphs Department. The Tamil Nadu branch of the Indian National Trade Union Congress and the Textile Labour Assoication, Ahmedabad, have also set up similar co-operative stores. As all these efforts are found to be absolutely inadequate, it has been suggested that the government should enact a suitable legislation for this purpose. It has also been recommended that fair price shops be set up, either individually or jointly, by a number of establishments near the residential colonies of their workers and that State Government, with the help of the Centre, should work effectively to bring about a wider acceptance of this amenity. This has become all the more imperative by reason of the fact that workers encounter many difficulties in purchasing good quality foodstuffs because of adulteration, profiteering and black-marketing.

(12) Personal Counseling

By means of this service, workers are able to receive advice and counsel on some of the personal and sometimes also on personal problems, inside and outside their place of work. Many a time, a trained social worker is appointed for this purpose in the large industrial undertakings. Welfare officers of labour officers attached to an undertaking are also known to perform this function. Since the approach is human counseling, it often helps a worker to overcome his anxiety and troubles. This services is provided by the Delhi Cloth Mills and Tata Iron and Steel Co. at Jamshedpur.

Social Responsibility of Trade Union

Though workers' welfare should be the responsibility of the workers' organizations, unfortunately only at a few places do we find any extensive

interest on the part of trade unions in organizing welfare work. The participation of the workers in the safety committees, canteen committees house-keeping committees, etc., is very unsatisfactory. This lack of participation is attributed to the workers' illiteracy, traditional behaviour patterns, lack of proper leadership on the part of welfare personnel and lack of encouragement from the management. Trade unions in India are preoccupied with inter-union rivalries, industrial disputes, political rivalries and leadership problems. The main handicap, however, which has prevented the trade unions from taking interest in labour welfare has been lack of funds. Among the trade unions which undertake welfare programmes for their workers, special mention may be made of the Ahemdabad Textile Labour Association, the Mill Mazdoor Union at Indore and the Mazdoor Sabha of Kanpur.

From the very beginning, the Textile Labour Association, Ahmedabad, has been quite active in organizing labour welfare activities. Its work has been described as a model in the field of labour welfare. Moreover, it actively participates in intra-mural as well as extra-mural welfare activities. The TLA has spent a major part of its funds on "social betterment" schemes. It spends 60 per cent to 80 per cent of its income on welfare activities. It began operations in slum areas and housing estates with the help of over 250 volunteers, who were trained for this work, which covers problems of community life as well. A survey of 19 chawls was undertaken, with special reference to the condition of housing, drainage, bath-rooms, water supply, diet, health needs, street lighting, children's education, indebtedness, rights, and obligations of citizens. As a result of this survey Seva Mandals for different localities were established and Mohalla Sahayata Funds were started. A volunteer was in charge of each group of 10 families. These volunteers, including 25 inspectors and lady workers, maintained day-to-day contact with

them and determined the areas where they needed help. In this way, they were able to exercise a favourable influence on families in so far as their education, hygiene and sanitation, health, thrift, social habits, etc., were concerned.

In the field of education, the TLA has done commendable work. When it was found that children in many localities were not receiving any education, volunteers persuaded parents to send them to school. It conducts 3 day and night schools, a residential boarding house for working girls, 2 study homes for boys, 69 reading rooms and libraries, adult education classes, and vocational training classes in tailoring, and has offered scholarships as well. It has organized 27 physical culture and social centres and 14 gymnasia, and maintains playgrounds. The number of children's centres which the TLA has organized since 1955 is 35.

A survey uncovered the fact that many localities were unclean and sanitation in those areas was very poor. The TLA assisted families in keeping houses clean, and attended to environmental sanitation. To minimize the workers' heavy expenditure on health, the volunteers persuaded the sick to avail themselves of the facilities available in dispensaries. As of today, the TLA runs five dispensaries - one allopathic, one homoeopathic and three ayurvedic - in different localities. It also maintains a maternity home.

With Janata Insurance Policies and other programmes to relieve poverty and unemployment, the TLA has encouraged small savings habit among workers. It has started a workers' co-operative bank to which are attached consumer societies, many credit societies and a number of workers' housing co-operative societies. It has built some tenements and given them to workers on hire-purchase basis. It keeps anti-social elements under control and propagates prohibition. It organizes prayers and readings from religious books, festivals and film shows, and the celebration of national days. It provides legal

help to worker-members when they are involved in industrial disputes, and trains them in trade unionism and citizenship. It Publishes the Majon Sandesh, a bi-weekly paper. All these programmes, carried out at 12 predominantly labour residential areas, have now resulted in the Ahmedabad Urban Community Development Programme.

The following figures speak creditably of the TLA's welfare activities. The Association maintained 22 centres for training women in handicraft; two study homes and one hostel for girls; five nursery schools; 16 welfare centres for children; 39 consumers' co-operative stores; 56 co-operative credit societies; and 193 housing societies for the working classes. Under the Co-operative Housing Scheme, the workers had constructed 1,089 houses during the year 1970-71.

According to the Indian Labour Year Book, 1985, the most important welfare work by workers' organizations is done by the Textile Labour Association, Ahmedabad, which is responsible for a number of reading rooms, libraries, typewriting classes, women's training courses in sewing and embroidery all in working class localities. It organizes periodic vaccination programmes for children against tuberculosis, poliomyelitis, diphtheria, whooping-cough and tetanus. It maintains a few pre-nursery schools and organizes sports, excursions, competitions and cultural programmes. For the benefit of the workers, it runs a number of consumer co-operative stress and co-operative credit societies. The workers also construct houses under the co-operative bank scheme - they get loans from the co-operative bank, which are repayable in easy instalments.

In Indore, the Mill Mazdoor Union runs labour welfare centres consisting of Bal, Kanya and Mahila Mandils. It organizes music, dances and social gathering. In the Balmandir (children's section), education is provided

and games are organized. In the Kanya mandir (girls' section), importance is attached to elementary education, tailoring, knitting, spinning, training in hygienic practices and care of children. The Mahila Mandir gives such lessons and training to women workers. Night classes, a reading room and a library are provided by the Union, which also arranges indoor and outdoor games for workers.

A few of these welfare amenities are provided for the workers by the Mazdoor Sabha of Kanpur, the Railwaymen's Union, the Indian Federation of Labour in U.P. and the Assam Branch of the Indian National Trade Union Congress. The Railwaymens's Union has provided funds for retirement, death, unemployment, sickness, etc. They have also provided for life insurance and legal defence. Further, they have organized co-operative societies. In U.P., nearly 48 labour welfare centres have been organized y the Indian Federation of Labour, which undertake different types of welfare activities.

It is obvious, then, that a few trade unions are fairly deeply involved in welfare activities for the benefit of the workers. Yet there is need for a much greater involvements, so that labour welfare activities may be suitable and usefully strengthened.

Labour Welfare Work by Social Service Agencies

Interest has been shown in labour welfare work by several social service agencies. Examples of this are the Bombay Social Service League, started by the Servants of India Society, and similar leagues in Madras and Bengal, the Seva Sadan Society, the Y.M.C.A., the Bombay Presidency Women's Council, the Maternity and Infant Welfare Association, the Depressed Classes Mission Society, and so on. The Bombay Social Service League has worked for the benefit of the operatives in mills, and has organized such welfare activities as mass education through night schools,

libraries, magic lantern lectures, recreation and sports. It has secured compensation for accidents to workers, propagated the co-operative movement, promoted public health and the boy scouts movement, etc. The Poona and Bombay Seva Sadan Societies have been very active in educational, medical and social work among women and children, and have trained social workers for this purpose. The Bengal Women's Institute has established Mahila Samitis, which viit various villages and carry on educational and public health work. The main effort of these agencies is in improving standards of living and working conditions in general, thereby raising the minimum standards prescribed by law.

Labour Welfare Officer

Apart from all the agencies discussed in the foregoing pages, there are two other agencies involved in the implementation of labour welfare programmes. They are;

- (i) The agency within the establishment itself, i.e., the Labour Welfare Officer; and
- (ii) The State Inspectorate.

In this section, we shall deal only with the Labour Welfare Officer.

As early as 1931, the Royal Commission on Labour recommended the appointment of a labour officer to eliminate the position and evil practices of jobbers who used to engage and dismiss labour. Initially, employers did not pay heed to this recommendation. But the State Government took the initiative in 1934, when it passed the Bombay Disputes Conciliation Act, providing for the appointment of a government labour officer who would deal with labour grievances. The same year, the Bombay Millowners' Association was persuaded by the State Government to appoint its own labour officer. Other individual cotton textile mills followed suit, and 26 labour officers were

appointed in the Bombay textile mills by 1940. The Indian Jute Mills' Association of Calcutta appointed its labour officer in 1938. Similar action was taken by other employees' organizations.

The post of the labour officer was instituted initially:

- (a) To eliminate the evils of the jobber system in the recruitment of labour;
- (b) To develop and improve labour administration in mills; and
- (c) To serve as a liaison with State Labour Commissioner.

At this stage, the link officer was expected to function as a policeman and try to maintain law and order in an organization. The first labour officers of the Bombay Government were recruited from the Indian Police Service. A retired Assistant Commissioner of Police was the first labour officer of the Indian Jute Mills Association.

However, during the War, the police function gradually charged to welfare function, and the labour officer assisted in the setting up of food shops and the organizations of sports and welfare activities for employees. Gradually, he bagan to discharge the functions of a labour welfare officer. In 1946, the Labour Investigation Committee strengthened his position, and his importance was stressed in the Factories Act of 1948, which stated that "the owner of every factory with 500 or more workers is obliged to employ the prescribed number of welfare officers. The State Government is authorized to prescribe the duties, qualifications and conditions of service of such officers.... In a factory wherein 500 or more workers are ordinarily employed, at least one welfare officer must be appointed." Table 7 indicates the number of assistant and/or additional welfare officers who have to be appointed to assist the welfare officer, where the number of workers in an organization exceeds 2,500.

The statutes for the plantations (1951) and mining industries (1952) maintained the lead given by the Factories Act of 1948. Accordingly, every factory and mine employing 500 or more workers, and every plantation employing 300 or more workers, is required to have a welfare officer. These persons who have obtained a post-graduate degree or diploma in social science which is recognised by the State Government are eligible for appointment as welfare officers.

The Report of the National Commission on Labour in 1966 states that these laws made to ensure that management appointed a person exclusively to look after the welfare of their workers and help them in discharging their statutory obligations for their welfare. Welfare officers should form part of the administration so that they may discharge their responsibilities effectively. Therefore, the eligibility of a welfare officer must be ensured before his appointment. The report emphatically states that welfare officers should not be called upon to handle labour disputes on behalf of the management.

The Malaviya Committee's Report on Labour Welfare in 1969, following the model rules framed under the Factories Act of 1948, has specified the duties of welfare officers. These are:

- (A) Supervision of safety, health and welfare programmes, including, recreation, sanitation services, as provided under the law or otherwise; working of joint committees; grant of leave with wages as provided; and redress of workers' grievances.
- (B) Counselling workers in personal and family problems; helping them to adjust to their environment; and to understand their rights and privileges.
- (C) Advise management on formulating labour and welfare policies, apprenticeship training programme, meeting statutory obligations

- to workers; providing fringe benefits; and worker's education and use of communication media.
- (D) Liaison with workers so that they may understand the various limitation under which they work; appreciate the need for harmonious industrial relations in the plant; welfare officers should interpret company policies to workers; and persuade workers to come to a settlement when disputes arise.
- (E) Liaison with management so that the latter may appreciate the workers' viewpoint on various matters connected with the plant; welfare officers should intervene on behalf of workers in matters under the consideration of the management; help different departmental heads to meet their obligations under the Act; maintain harmonious industrial relations in the plant; and suggest measures for the promotion of the general well-being of workers.
- (F) Liaison with workers and management for harmonious industrial relations in the plant; for prompt redress of grievances and quick settlement of disputes; and for improving the productive efficiency of the enterprise.
- (G) Liaison with outside agencies such as factory inspectors, medical officers, and other inspectors with a view to securing a proper enforcement of the various Acts as applicable to the plant; and othe agencies in the community with a view to helping workers to make use of community services.

In brief, the welfare officer has to concern himself with the implementation of labour laws and the maintenance of proper working conditions; with matters relating to the workers' well-being; with industrial peace and harmonious labour relations. He has to plan to increase productivity

and is expected to act, while discharging his responsibilities, as an advisor, counselor, mediator and liaison man between management and labour. He has to act as a "maintenance engineer on the human side.

There are some industrial organizations where social workers are appointed in addition to the welfare personnel. These social workers are employee-oriented and are helpful to industrial workers in various situations in which individual and scientific social work is called for.

If we consider labour welfare as a social responsibility of the industry, we shall come across various arguments for and against it. This social responsibility is often accepted by managements in the belief that the promotion of labour welfare would result in increased production, that it would make it easy for them to woo successfully the biggest group of organized workers and help them fight or win over trade unions. It was been argued by some employers that labour welfare services are necessary in order to sustain labour productivity as also to stabilize the commitment of the industrial community. Other than these rational considerations favouring labour welfare service, there are also employers who support these programmes from traditional religious motives. Yet others hold that "industry is duty-bound on moral and ethical grounds to develop labour welfare services" which enable them to fulfil their moral responsibilities.

On the other hand, the arguments advanced against welfare responsibility are:

(i) Welfare expenditure will increase overhead costs, thereby raising the cost of production per unit. As a result, many employers do not welcome welfare services or accept the idea of the social responsibility of the industry.

- (ii) The industry participates in increasing the national wealth, the benefits of which are enjoyed by the whole community. It also increase public revenues through taxation. Hence, provision for social welfare measures should not be its added responsibility.
- (iii) It is true that labour welfare amenities will cement labour's ties with the management and restrict its mobility. But this will also increase the employer's power and influence over the workers personal lives.
- (iv) Labour welfare will give rise to social inequities between the workers of large undertakings offering better welfare amenities and those of medium and small undertakings which are not in a position to run welfare services.

Some criticize the "social responsibility" concept of the role of industry in labour welfare programmes. There are employers who do not favour the provision of labour welfare services because they claim that their workers, in addition to the minimum wages or even better wages, receive bonus, production incentives and dearness allowances. Because of these benefits, labour welfare amenities are unnecessary. "The vast majority of industrialists in India still regard welfare work as a barren liability rather than a wise investment."

As is evident form the Malaviya Committee Report of 1969, many employers have indicated that they do not agree with the view that various labour welfare measures are desirable or necessary. Some of these views have been summarized below. In the first place, employers are against the adoption of the ILO definition and concept of labour welfare and against bringing social security measures under the purview of labour welfare until our national economy is ready for it.

It is the opinion of some employers that legislation is necessary only to provide the minimum welfare requirements, Any additional facilities must be mutually negotiated by industry and labour on a voluntary basis. workmen, their habits and customs, the location of the establishment and other factors." There cannot be a general application of the principle of labour welfare, for the employers' ability to provide it differs from establishment to establishment and industry to industry.

The employers also feel that there should be a demarcation between the benefits that are to be made available by employees and those which are part or the social benefits which the state has to provide to whole community. Accordingly, housing, medical aid, education, recreation, transport, etc., should be the responsibility of the state and not that of the employer. The employers' objections to some of the welfare amenities as presented in the Malaviya Report have been summarized in the following paragraphs.

The capital expenditure on ambulance room and medical facilities cannot be borne by smaller units beyond the limits laid down in the Factories Act or under the ESI Scheme. Therefore, there should not be any change in Section 45(4) of the Factories Act, 1948. They feel it is somewhat overambitious to have convalescent homes, sanatoria, etc., for workers, particularly in the context of the conditions obtaining in our country. Moreover, a large number of employers neither attach much importance to occupational health and diseases, no do they believe in making specific arrangements for this purpose.

Some of the employers have pointed out that though the canteen has been provided both as a matter of legal obligation and as a vital necessity where there is no such obligation, the workers in many cases do not patronize it enough. They also state that smaller industrial units, where less than 250

workers are employed, cannot run canteen services economically and hence should not be burdened with this cost. Also because of the heavy cost involved in it, employers are against any statutory compulsion as regards mobile canteens and diet of the requisite calorific and nutrient value to be provided for workers. They have conceded that the canteen facility on a joint basis is possible only in limited areas, e.g., in industrial estates. In these cases, however, they suggest that an outside agency should be entrusted with the responsibility of running the canteen.

The employers have stated that the statutory limit of 50 women workers for the provision of a crèche facility should not be reduced. Small industrial units will not find it within their financial capacity to provide and run a crèche according to the prescribed standards. They do not agree with the suggestion that a crèche should be provided on a joint basis by small establishments. Nor do they agree that nurseries, kindergartens and elementary school facilities should be made available in the crèches run by employers because education is a state subject. They believe, therefore, that these facilities should be provided by the state.

Employers are hostile to the idea of being statutory compelled to build houses for 20 per cent of their workers on the ground that this will involve them in a colossal financial liability and will be beyond the economic capacity of most industrial units. However, encouragement to provide housing on a voluntary basis is welcomed. It is because housing has been recognised as a "universal need" that the employers feel it is the state responsibility to provide it.

Employers have, however, recommended that workers' own house should be built out of co-operative funds and with public assistance. This will also reduce the complications that may otherwise arise when a worker retires or ceases to be in the employment of a particular establishment.

Statutory compulsion is not welcomed by employers for recreational or transport facilities or for conveyance allowance, for only a few large-scale industries can afford the huge capital and recurring expenditure involved in providing them. They do not agree that transport facilities should be provided on a joint basis on the ground of its impracticability.

A suggestion made by the Malaviya Committee that the provision of educational facilities should be made statutory obligation is very strongly opposed by employers, on the ground that education is a state responsibility. Nor should the industry be saddled with the responsibility for adult education because of the financial burden, particularly on small industrial units, which is involved in it. Moreover, this, too, is a state responsibility and should come under the programme of industrial training by the state.

Employers are against any statutory enforcement of family planning, though they accept the idea that state programmes should be supplemented by employers on a voluntary basis by the offer of incentives. They have further recommended that payment of maternity benefit should be restricted to three childbirths, in line with the family planning policy.

Employers have also protested against being statutorily compelled to set up fair price shops. They contend that only units employing 300 workers, and not less, may be asked to provide this welfare amenity, which may then be properly patronized and run economically.

Employers have disapproved of the recommendation of the committee that employers should be charged with legal responsibility for the payment of distress relief and cash benefits to their workers. They feel that the ESI Act, Workmen's Compensation Act, the Provident Fund Act, the Payment of

Gratuity Act., etc., look after the interests of workers in the event of any contingency that may arise. They also object to the Committee's recommendation for the compulsory introduction of retirement benefits, such as Provident Fund, Gratuity, Pension, etc., by all industrial establishments. The employers feel that the appointment of a Safety Officer on a statutory basis in all factories employing not less than 500 workers is superfluous as well as an unnecessary financial burden. Inspectorate services should be enlarged, and they should strictly enforce safety provisions in industrial units.

Employers do not recognize any need for a separate all-India legislation to cover those who are employed in the building and construction industry. Their argument is that, according to the Contract Labour Act which was passed in 1970, the contractor must undertake welfare activities; he can, therefore; cover the welfare needs of the workers engaged in the building industry. As regards unemployment insurance for seamen, their objection is that it should cover all unemployed persons in the country and not only a few selected sections. But such a scheme will be possible on a national level only when country is economically well off.

Moreover, employers do not want the mining industry to incur any further expenditure on labour welfare, for it is already suffering from considerable wastage and does not show much profit. They are of the view that the application of the Mines Act of 1952 to all mines is not practicable, for it will be beyond the financial capacity of small mines to undertake the welfare programmes outlined in the Act. According to the employers, welfare funds in the mining industry are adequate for the provision of welfare facilities for miners, including crèches, hospitals, etc. They also do not agree that a cess should be collected to finance the activities of the Inspectorate. However, they agree that it would be a good thing to have an "amalgamation"

of the various Welfare Funds under the Directorate-General of Mines Welfare" after certain conditions have been satisfied.

Similar objections have been raised by employers against the enforcement of any additional provision for welfare amenities in plantations over and above those which have already been laid down in the Plantation Labour Act.

As regards statutory welfare funds, the employers do not have a favourable opinion about it and are therefore opposed to "statutory welfare funds in general and state-wise funds in particular." According to them, the existing social security benefits available under the law are adequate for the welfare needs of labour. Anything over and above these should be voluntary as a result of mutual negotiation and collective agreements between the employer and his employees. Moreover, these welfare funds cater only to the needs of urban labour, which is an already privileged section, and not to those of rural labour, which is badly in need of such benefits. Further, welfare fund schemes involve a great deal of administrative expenditure, duplication of programmes and overlapping, and do not reduce the burden on industries. Therefore, the employers argue that no real benefit can accrue from such schemes, and they do not want to be burdened with any financial liability for such welfare fund.

Industrial undertakings have been asked to win the co-operation of these workers and accept social responsibility to provide them "security of employment, fair wages, equal opportunity for personal growth and advancement, and make welfare facilities available to them." In these circumstances, it is useful to study the views of some workers' representatives as presented in the Malaviya Committee Report.

While employers have complained that workers do not patronize the canteens adequately enough, the workers contend that canteens are poorly organized and therefore do not gain their patronage.

As regards the medical facilities provided at a few places by the management, they are of such high standard that, according to the Committee, workers do not want them to be substituted by the Employees' State Insurance Corporation. In this connection, reference was particularly made to TISCO and TELCO of Jamshedpur whose medical amenities for their workers were superior to those made available by the ESIC. Despite this fact, workers were opposed to the proposed rebate on the employers' share of contribution to the ESI Corporation.

They welcomed the Committee's suggestion on sanatoria and health resorts, but maintained that boarding and lodging charges should be very low and that the expenditure on them should be subsidized by the employers and the government or should be shared by the Welfare fund. They also suggested that employers should be legally charged with the responsibility for providing to workers at least 15 days' paid annual holiday in these health resorts. Some workers' organizations have expressed dissatisfaction with the inadequate number of crèches and their poor working in most industrial units.

As far as housing is concerned, the workers feel that employers should provide a certain percentage of them with houses and that housing sites should, as far as possible, be located near factories. The existing housing facilities are not only inadequate; some of them do not even come up to the minimum standards prescribed under the Subsidized Industrial Housing Scheme. The workers, therefore, suggest that the specifications should also prescribe and provide for more space, better comforts and compound walls as well as water

and electricity facilities. There need not be any rates of interest and cover their capital coat from the payments they receive as rent from their workers.

As regards recreational facilities, the workers insist that a specified percentage of the wage bill should be spent on them. For this purpose they have suggested that all the states should enact legislation along the lines wholeheartedly welcome the suggestion that they should be taken on sight seeing tours which, they agree, can widen their outlook.

The views of the central workers' organisations on expanding adult education programmes in industries are contrary to those of the employers. The former are of the opinion that if employers sincerely want to, they can eradicate the workers' illiteracy. For this purpose, some of them welcome compulsion and such incentives as special promotion or annual increment, preferential allotment of quarters, and so on. A systematic implementation of the scheme is, however, necessary for its success. Attendance in adult education classes should be counted as a part of the workers' duty. Some workers' organizations also want the literacy drive to be extended to the adult members of the families of workers. They assert that the employers are dutybound to provide educational facilities to their workers' children. They, therefore, welcome legislative enforcement and suggest that a statutory welfare fund should be set up, which should partly finance this adult education programme and that industrial undertakings employing more than 200 workers should run their own schools and provide free education to their workers' children. And since such schools receive grants and tax exemption from the government, no further rebate should be offered to employers.

Regarding maternity benefits, the workers do not agree with the theory that unrestricted maternity benefits would encourage a worker to have big families. According to them, no worker would purposely go on adding to the

family, simply because maternity benefits are available. There are, therefore, against any curtailment in maternity benefits but willingly support no-birth-bonus schemes or schemes of bonus for small families. The workers' organizations assert that because of financial and union difficulties, they are not in a position to propagate family planning programmes among their members.

The workers' representatives suggest that legislation should be enacted to constrain employers to set up co-operative stores and/or fair price shops within their establishment, and offer credit facilities to their workers, so that the latter's daily needs may be met without any waste of time on their part. They have also asked for a subsidy and financial help from employers, as well as a well-trained and experienced staff, so that co-operative credit societies may function effectively. For this purpose, too, legislative action should be initiated.

The Workers' organizations enthusiastically support the idea of creating a fund for distress relief. Wherever possible, workers should receive the benefit of gratuity and pension. They are of the opinion that for the non-implementation of statutory obligations and for repeated offences and violations, deterrent punishment of imprisonment should be provided, for this would be more effective than mere fines. The workers and representatives accept labour welfare as an obligation of the state and of industrial undertakings; it is immaterial whether this obligation is statutory or voluntary. But they themselves do not want to accept responsibility for the organization of welfare amenities to any extent or in any form.

There is thus a sharp divergence of opinion between labour and management on the implementation of various labour welfare programmes, though there is a consensus between both in regard to some of them. Both are

of the view that the post of the Welfare Officer has become unnecessary, "for he is trusted neither by the employer nor by the workers." They do not agree about the need for staggering working hours. Industrial undertakings are often not agreeable to staggering hours because of the technical their customary working hours. There is thus more disagreement than agreement between labour and employers about labour welfare. This is not happy situation.

Some believe that "welfare is something which is personal to workers, and therefore the state should not have anything to do with it. The workers should be allowed to bargain collectively with the employers for such facilities as they need." Others are of the view that "India has not reached a stage where welfare could be left entirely as a matter to be settled between an employer and his workers." Had it not been for labour legislation over the years, collective bargaining itself would not have improved labour's working and living conditions. We have yet to reach a stage where society would shoulder at least a part of this responsibility.

Be that as it may be, well-organized labour welfare efforts can and do solve some of the labour problems that have resulted from industrialization. They may be divergent views about the implementation of labour welfare programmes, about who should undertake responsibility for them and who should bear the cost. But what is invariably called for is sincerity of purpose.

However, there has been a growing appreciation and acceptance of "the utility of welfare work" on the part of employers. As long as this appreciation exists, charity, as one of the motives, cannot undermine the purpose of labour welfare. In this context, the question of benevolence does not arise at all. An industry is certainly not a place where workers and employers try to get the maximum from each other. Both labour and management can do a lot more it and when they work together as partners in an enterprise, and if any if they

have sympathy with, and understanding of each other's problems. This is the basic problem in labour welfare; and it has been solved, at least to some extent, over the years. It is sincerely hoped that the welfare concept will help the industrial community better, in future, to maintain harmonious industrial relations and lasting industrial peace, to tackle effectively the resultant problems of social transition, and to strive for and attain human welfare.

Table -42

Table showing help regarding Bonus

S.No.	Trade Union helps	Name of Union		Total	Percentage
	in higher bonus	N.C.R.E.S	N.C.R.M.U.		(%)
	from time to time				
1.	Yes	34	102	136	45.33
2.	No	116	48	164	54.67
	Total	150	150	300	100.00

From the above table it can be observed that majority 54.67% did not find any help from both the unions in achieving higher bonus; however 45.33% were of the opinion that trade unions helped in achieving higher bonus.

Table -43

Table showing Action taken if Bonus is not given

S.No.	Action taken	Name	of Union	Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Strike		12	23	7.67
2.	Negotiation	123	118	241	80.33
3.	Compromise	12	7	19	6.33
4.	Did not take any	4	13	17	5.67
	action				
	Total	150	150	300	100.00

When the bonus was not increased, 80.33% respondents said that they preferred negotiation with the organization while 7.67% respondents go for the strike and only 6.33% said they compromise. Only 5.67% respondent did not take any action if bonus is not given.

Table -44

Table showing Action taken by Trade Unions at the time of the problem of workers

S.No.	Problem with	Name	of Union	Total	Percentage
	workers	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Support them	-		n (
	financially				
2.	Give them moral	110	118	228	76.00
	support				
3.	Arrange the	40	32	72	24.00
	dialogue with				
	management				
4.	Any Other			-	-
	Total	150	150	300	100.00

It was clear from the above table that 76% respondents said that Trade Union give moral support to its members. 24% said that problem solved by arranging dialogue.

Table -45

Table showing help by the Trade Union for the ward of members

S.No.	Help	Name of Union		Total	Percentage
	extended by	N.C.R.E.S	N.C.R.M.U.		(%)
	Trade Union				
1.	Yes	150	140	290	96.67
2.	No		10	10	3.33
	Total	150	150	300	100.00

From the table no. 45 it can be seen that majority 96.67% did not have any help with their respective Trade Union while 3.33% respondents got help of one are the other type.

Table -45(a)

Table showing Areas of help to be given by Trade Union

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Health	116	88	204	68.00
2.	Education	33	39	72	24.00
3.	Scholarship	• • • • • • • • • • • • • • • • • • •	13	13	4.33
4.	Any Other	01		01	0.34
5.	No help		10	10	3.33
	Total	150	150	300	100.00

From the above table it can be seen that majority 68% received help in area of health followed by 24 % who were helped in the area of education.

Table -46

Table showing help given when workers are unfit

S.No.	Unfit for	Name	of Union	Total	Percentage
	Normal	N.C.R.E.S N.C.R.M.U.			(%)
	worker				
1.	Yes	145	132	277	92.33
2.	No	5	18	23	7.67
	Total	150	150	300	100.00

Generally it was found that maximum respondents said that Trade Union helps its members when they were unfit for normal work. 92.33% respondents gave positive statement and only 7.67% respondents said no help was given when they were found unfit.

Table -47

Table showing nature of help given by trade unions at the time of mishappening

S.No.	Opinion	Name of Union		Opinion Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)		
1.	Send them to	102	105	207	69.00		
	hospital						
2.	Do not take any		<u>.</u>	-			
	interest						
3.	Ask the	48	45	93	31.00		
	management to help						
4.	Any Other			- 1.	+		
	Total	150	150	300	100.00		

At the time of mishappening with any worker, it was found that 69% respondents said that they send them to hospital and only 31% respondents said they ask the management to help.

So, maximum respondents took interest in send them to hospital.

Table -48

Table showing Trade Union helps in compensation

S.No.	Opinion	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	127	139	266	88.66
2.	No	23	11	34	11.34
	Total	150	150	300	100.00

On enquiry whether trade union helps in getting compensation it was found that 88.66% respondents were positive and only 11.34% respondents were negative in their opinion.

Table -49

Table showing the Trade Union helps at the time of crisis

S.No.	Financial help at the	Name of Union		Total	Percentage
	time of crisis	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	23	25	48	16.00
2.	No	127	125	252	84.00
	Total	150	150	300	100.00

It was found that 16% respondents felt that Trade Union helps financially at the time of crisis and only 84% respondents said no such help was given.

So the maximum number of respondents gave negative responses.

Table -50

Table showing respondents Opinion regarding objective of the Trade

Union

S.No.	Basic aim of your	Name of Union		Total	Percentage
	Trade Union	N.C.R.E.S	N.C.R.M.U.		(%)
1.	For the welfare of	150	150	300	100.00
	the workers				
2.	For self benefit				
3.	To keep the			<u>-</u>	- 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1
	connection between				
	worker & politics				
4.	Seeking favor of the		<u>-</u>	_	
	management				
	Total	150	150	300	100.00

Workers who were members of the trade union were asked about the major objectives of trade union. All of them agreed that unions were concerned with the welfare of workers.

Table -51

Table showing the participation of respondents at the health checkup camps Organized by Trade Union

S.No.	S.No. Health check up Name of		of Union	Total	Percentage
	camps	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	149	144	293	97.66
2.	No	1	6	7	2.34
	Total	150	150	300	100.00

From the above table it was found that 97.66% respondents said that, they participated in the health check camps and 2.34% respondents said that they did not attend the camps.

So, most of the workers or members participate in the camps. They were aware about these camps, as they were conscious about their health.

Table -52

Table showing the participation in Educational camps Organized by

Trade Union

S.No.	Education camps	Name of Union		Total	Percentage
			N.C.R.M.U.		(%)
1.	Yes	129	116	245	81.66
2.	No	21	34	55	18.34
	Total	150	150	300	100.00

From the above table it was found that 81.66% respondents attended the educational camps and remaining 18.34% respondents did not attend the camps.

So the educational camps were organized by trade unions and maximum member attend the educational camps.

Table -53

Table showing the membership of the Employee Cooperative Credit

Society

S.No.	Member of	Name of Union		Total	Percentage
	Employee	N.C.R.E.S	N.C.R.M.U.		(%)
	Cooperative Credit				
	Society				
1.	Yes	107	117	224	74.66
2.	No	43	33	76	25.34
	Total	150	150	300	100.00

As per the above table it was found clearly that 74.66% respondents were the members of Employee Cooperative Credit Society and only 25.34% respondents were not the members of Employee Cooperative Credit Society. Because this society is also represented by trade union leaders who are nominate members.

Table -53(a)

Table showing purpose of membership of Employee Cooperative Credit

Society

S.No.	Purpose	Name of Union		Total	Percentage
		N.C.R.E.S	N.C.R.M.U.		(%)
1.	For getting loans	90	97	187	62.33
2.	To get award from	17	20	37	12.33
	the Union				
3.	No membership	43	. 33	76	25.34
	Total	150	150	300	100.00

Respondents were asked what was the purpose of membership of Employee Cooperative Credit Society. Majority 62.33% joined membership for getting loans but next dominant group was of those 25.34% who even did not seek membership.

Table -54

Table showing award received by respondents from Employee

Cooperative Credit Society run by Union

S.No.	Award by	by Name of Union		Total	Percentage
	Employee	N.C.R.E.S	N.C.R.M.U.		(%)
	Cooperative Credit				
	Society				
1.	Yes	4	12	16	5.34
2.	No	146	138	284	94.66
and the training of the property of the proper	Total	150	150	300	100.00

From the above table it can be seen that majority 94.66% did not receive any reward from their respective trade unions despite being its members.

Table -55

Table showing the number of respondents in respect of their participation in Blood Donation camps

S.No.	Blood Donation	Name	of Union	Total	Percentage
	Camps	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Yes	131	141	272	90.66
2.	No	19	9	28	9.34
	Total	150	150	300	100.00

Blood donation camps were organized by trade unions majority 90.66% participated in blood donation camps.

Table -56

Table showing the respondents awareness about the time period of the camps

S.No.	Time Period of	Name of Union		Total	Percentage
	Camps	N.C.R.E.S	N.C.R.M.U.		(%)
1.	Every quarterly	-			-
2.	One's in a year	83	41	124	41.33
3.	Twice in a year	67	109	176	58.67
4.	Camps are not organized				
	Total	150	150	300	100.00

Blood donation camps were organized by trade unions twice in a year as revealed by majority 58.67% of the respondents. Others 41.33% said that they were organized one's in a year.

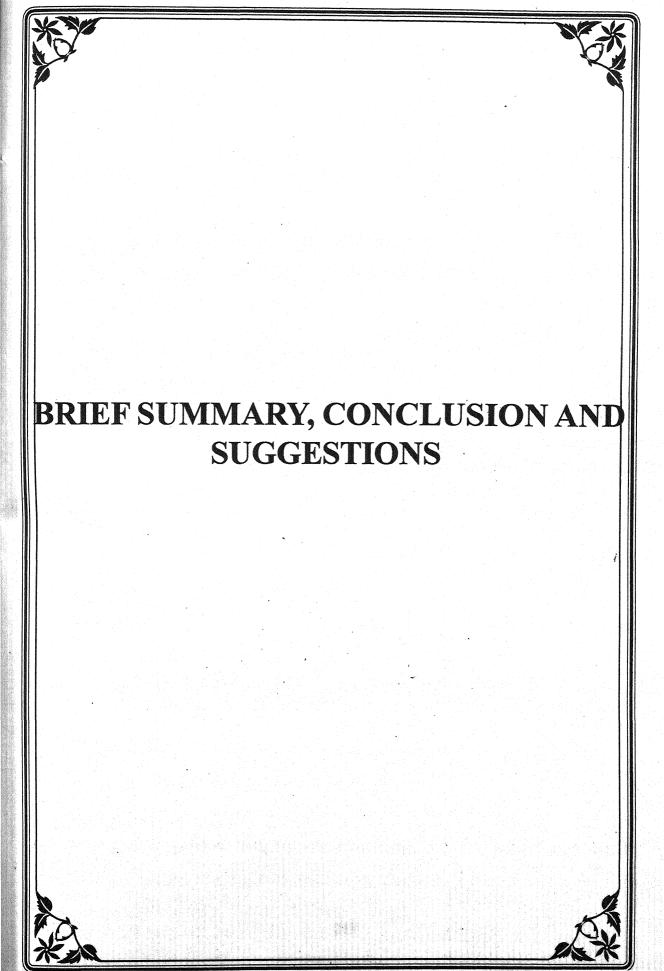
Table -57

Table showing satisfaction level of respondents in respect of their Union

S.No.	Satisfied with the	Name of Union		Total	Percentage
	activities of your	N.C.R.E.S	N.C.R.M.U.		(%)
	Trade Union				
1.	Yes	150	150	300	100.00
2.	No	• • • • • • • • • • • • • • • • • • •			
	Total	150	150	300	100.00

Attempts were made to study the satisfaction level of the respondents regarding activities of their respective trade unions. It can be observed from the above table that majority was satisfied with the activities of trade unions.





BRIEF SUMMARY, CONCLUSION AND SUGGESTIONS

The major finding emerged from the study en titled "Role and Function of Trade Unions in Railways with special reference to Jhansi division". Present study was conducted in railways division in Jhansi covering two trade unions i.e., North Central Railway employee sangh and North Central Railway men's Union objectives of the both unions were to solve the workers problems and to improve economic and social status of the workers and to improve the working conditions and provide the welfare of the workers. Both the trade unions were affiliated to the major trade unions federation VIZ Indian National Trade Union Congress and All India Railway Men's Federation.

Socio-economic frame of the Railways is in relation to central government rules hence the trade unions, management and central government are involved in the functioning of railways organization.

The trade union leadership was in general having political, economic orientation and in railways there was not potential cadre of trade unions leaders. The trade union leadership came from political party and their socioeconomic background was that of lower-middle class and upper-middle class.

Trade unions membership of the railways was as fallows:-

Majority of the members from both the unions belonged to elderly matured group of 41-50 years of age. Among both the trade unions 33% were female and majority of them were married.

Caste wise distribution of the members showed that roughly 50% were belonging to general category and remaining 50% were distributed among

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OBC and SC category. Majority of the both the unions consisted of Hindus followed by Muslims other religious groups were less represented.

As regards educational status of the members about 34.66% were graduate and other members of the trade unions were also educated. But majority among them was not technically qualified.

Majority of the members form both the unions were having income above Rs. 5000 per month and majority belonged to joint families and were residing in Pacca houses.

North Central Railway Employee Sangh had 100 male and 50 female union members. Similar numbers were taken also from North Central Railway Men's Union for the purpose of the study in order to have equal representation.

As regards status of services it was found that majority of the respondents had more than 15 years of services. Majority of the respondents have permanent kind of service no body was on contract basis or on temporary basis.

The study tried to assess the problem of union members it was found that among 82.33% there was no problems as revealed by the respondents. Organization was free from any problem which created conflict among the workers. Types of the problem faced by 17.67% members of the trade unions were about lack of communication with trade union leaders others thought that leadership of the trade union was not very cooperative.

As regards the problems faced by the union members from railways organization it was related to mostly about bonus and working condition.

It was observed that there was not any type of difference between male and female mainly in the trade unions.

As regards the issue of punishment given to the trade union members by railway organization about 43% were given punishment despite the fact they were active members of the trade union.

From present study it was clear that in the railway organization there was no harassment because unions were strong to prevent the harassment of individual cases.

No discrimination was found by the railway organization with regard to different trade union. A very insignificant majority of 11.67% found discrimination on the basis of qualification and gender bias.

Union members were asked regarding the type of work they were performing majority 54% found that work was hazardous these respondents were mainly from workshop but 46% denied any hazard associated with their work. Railways provided safety measure particularly in work shop. Majority of the members of the unions have never changed their membership from their respective trade unions.

As regards the recognition of the trade unions by the management. Majority members of the both unions agreed that their union was recognized by the management. After collecting the data it was found that railway organization was working on the formula one industry one union. Similar steps were taken by the railway organization to recognize one representative trade union through election in which North Central Railway Men's Union won the battle and now it is only recognized trade union by the railways.

Respondents felt that trade union was a legitimate body and should be continued.

As regards role and function of trade unions majority were having positive opinion about the behaviour and role of management including welfare officer who was discharging welfare function for the workers. Majority of the union members participated in union activities.

Both the trade unions VIZ North Central Railway Employee Sangh and North Central Railway Men's Union extended facilities to their members in the area of health and for better working condition. When ever any problem appeared it was found that trade union helped them at the time of crisis. 100% respondent agreed that role and function of trade unions were successful and they were performing their role effectively.

Study also tried to assess the relationship between trade unions, workers and management because relationship between these factors ensures industrial peace. Trade union always helped to their workers as an when they were humiliated. As regards relationship between trade union and management it was found that unions always put up the demand for the welfare of the workers before the management, How ever they were not in confrontation between union and management, they always tried to settle the matter through negotiation. As for as the relationship of the worker with the union was concerned union members supported the action taken by the unions at the time of crisis.

Most of the members of the union were satisfied with trade union leaders. Members also participated in the meeting called by trade unions. Majority of the union members accepted the decision taken by trade union leaders.

Trade unions never helped in family matters because it was not possible to solve personal problem. Respondents agreed that they attended the union meeting to express their own problem and for the larger interest of the organization. As regards conflict among fellow workers trade union helped in sorting out the problem.

In the opinion of the respondent institution of trade union is essential for collective bargaining. Majority of the respondent found that behaviour of the trade union leaders was good and they were helpful to their members. Except union members no any member of their family participated in union activities. Workers had not received any award or appreciation letters form there respective trade unions. How ever only 15% informed, that award and

medal were given to them for the good work they have done for the sake of unions.

There were many welfare measures which were provided by the management and trade unions. As regards bonus it was declared by the management both the unions did not provide any help in achieving higher bonus. Trade unions negotiated with the management for increased bonus, which could not materialize. Some time strike was also called, ultimately compromise formulae emerged. At the time of any problem with the union members unions gave moral support and problem was solved by arranging dialogue. Dependents or ward did not get any help form the unions because it was a personal matter. Most of the help given by trade unions was in the area of health and education. Besides; members were helped who were found unfit by the railway organization, attempts were made to rehabilitate them.

Trade unions also provided help at the time of accident and pressed management to provide all possible help to the victims who suffered injury in work place. Amount of compensation was also negotiated with the management and unions helped in getting compensation.

It was found in the study that unions came forwards to help its members at the time of any crisis which emerged in work place. All the respondents were very clear about the objective of trade union. All of them agreed that union were concerned with the welfare of the workers.

Various social service activities were organized by the trade unions like health checkup camps and educational camps and training session for the workers. Majority of the members participated in such camps. In other welfare measures an Employee cooperative credit society was also run by the unions. Workers were also included in such society and purpose of the Employee Cooperative Credit Society was to provide easy loans to the workers. Workers were benefited in getting loans and other facilities. Awards and medals were

also provided by the trade unions to their members those who have done excellent work for the union but majority of the members did not receive any awards.

Union also organized social service camp like blood donation and majority of the member participated in such camps. Mostly these camps were organized ones in a year.

In the final analysis satisfaction level of the union members was also assessed it was found that majority was satisfied with the activity of the trade unions.

Compared with the condition of the Indian labour in the early years of industrial development, the working class has no doubt made a few significant gains. Whatever be their achievement it this respect, have been achieved through heroic and dogged struggles for about a century- struggles which have inflicted immense sufferings and claimed innumerable martyrs. Although in the early phases, the workers' cause was championed - rather mildly - by a few philanthrophists and occasionally advocated by the Lancashire magnates out of their own self- interest, for more than half a century Indian and British capital have fought against the Indian labour unitedly. Without minimizing the importance of the gains made so far, some of their glaring limitations need to be mentioned, specifically, the following:

1. There is still no law guaranteeing the security of service to the workmen. The employers' right to 'hire and fire' can hardly be challenged in any court of law which empowers the management to retrench and lay- off-the worker is entitled to merely some 'compensation'. The restrictions on closures and lockouts are largely illusory. As the latest annual report of the Union Labour Ministry reveals, of the total mandays lost in India on account of labour disputes in 1985, as much as 66 per cent was due to lockouts, while, on

the other hand, the government has been putting increasing restrictions on the workers' right to strike.

- 2. There is no law for regulating the working conditions of the workers in the unorganized and small scale sectors where millions are doing slave labour.
- 3. For the crores of agricultural workers, there is only one law-the Minimum wages Act and even that is honoured much more in violation than observance.
- 4. The few social security laws that are on the Statute Book are hedged in by so many conditionalities, such as, a minimum period of five years' service, 160 days' work in a year and so on, that many of the workers in the industries and establishments falling within the scope of these laws are deprived of their benefits.
- 5. The conciliation machinery and procedure devised by the relevant laws for setting industrial disputes are extremely costly, litigatory and timeconsuming. There are innumerable instances in which a dispute has not been settled even in 20 years.
- 6. Most significantly, there is no law clearly recognizing the right to collective bargaining and the right to recognition of the really representative union through secret ballot.
- 7. The various bureaucratic machinery which deals with labour is riddled with corruption and workers are not only harassed but has also to pay illegal gratifications before they can secure the meager benefits they are legally entitled to.

The most characteristic commentary on the state of the labour law in India is, however, provided by the unsuccessful general strike of the cotton textile workers in Bombay which begun in October 1981 and continued for 18 months. This was the longest strike of the largest number of workers in the

world. This strike was undertaken by the rank and file workers themselves-that is, without the supposed proddings and promptings by any politically motivated trade union leadership. The main demand of the strikers did not relate to any immediate economic benefit, but amendment of the Bombay Industrial Relations Act of 1946 - a law enacted by the Congress ministry in the Bombay province at the instigation of the Indian and British capitalists and blessed by the British governor. What the striking workers specifically demanded was the abrogation of the Act's provision about trade union recognition, under which a totally unrepresentative trade union of the company stooges had been permanently foisted on the workers. The workers have lost this time! Will not they win on the next occasion?

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SUGGESTIONS

On basis of the findings following suggestions have emerged from the study -

- 1. In order to improve the condition of labour trade union should play an active role in organizing various training camps where workers should be oriented regarding their rights and obligation.
- 2. Trade union should also provide exposure to their members' regarding various factory legislation and available welfare measures in the railway organization.
- 3. For the benefit of the members' Cooperative Credit Society should be run by the unions and easily loans with less interest should be made available to the workers.
- 4. Educational programmes for labourers, their families should be organized from time to time by the trade unions.
- 5. Problems at hand of the labours should be settled immediately without further delay in order to establish industrial peace.
- 6. Trade union should try to improve the bargaining power of its members through negotiations with the management.
- 7. Trade union should act as a change agent to bring about behavioural change so that dispute can be settled in the organization.
- 8. Although it has been reflected in this study that there was cordial relation between employees and, trade union office bearers and management. But there is always a scope for improvement.
- 9. Workers participation in trade union activities. Although it was found that workers were participatory in trade union activities. They were also knowing the importance of their participation. But one lacuna

was observed there, female employees were not given representation at all in trade union office bearership. Although the female employees is not so less. So proper representation of female employees should be given.

- 10. Whether or not trade unions are attached will political parties, the emphasis should be paid upon the work performed by them.
- 11. Trade union office bearers should understand that they are the employees of the company's first, rather than a trade union office bearers. So, they should perform their duties honestly, which can also become an example for other workers also.
- 12. The trade union leadership is in general having politico-economic orientations and in the present case does not have intra-mural potential cadres of trade unions leaders. The trade union leadership hails largely from the political parties and their socio-economic background is that of lower-middle class and upper-middle class. A few leaders have held the seats of central and state legislature. They are fairly educated and hold the degrees in law and or are only graduates. It was alleged many times by the workers that trade union leadership often betrays their cause. The leaders serve their selfish motive and put the workers at a lurch.

However it was noted in the course of investigations, that the trade union leaders have organized the workforce and contested the power of capital through negotiations and collective bargaining.

- 13. The workers of the Railways are to be organized and educated for their awareness to the problems of conditions of work and terms of employment.
- 14. The Railways management must have a dialogue with the trade unions in a free and frank atmosphere so that the industrial peace may prevail

- and the disputes pertaining to the conditions of work and terms of employment be settled amicably.
- 15.Intramural leadership of the Railways is to be strengthened and built up after the proper identification of the leaders, who are having the technical awareness of the Railway industry, the financing and the budgeting.







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SCHEDULE





Interview Schedule

1-	Name of Respondent	•••••
2-	Sex	
	(a) Male	(b) Female
3-	Age	
	(a) 20-30	(b) 31-40
	(c) 41-50	(d) Above 50
4-	Caste	
	(a) General	(b) OBC
	(c) SC/ST	(d) Other
5-	Religion	
	(a) Hindu	(b) Muslim
	(c) Jain	(d) Sikh
	(e) Christian	
6-	Education	
	(a) Illiterate	(b) 5 th pass
	(c) High School	(d) Intermediate
	(e) Graduate	(f) Other
7-	Technical Qualification	
	(a) Diploma	(b) I.T.I.
	(c) Degree	(d) Non
8-	Monthly Income	
	(a) < 2000	(b) 2001-3000 \Box
	(c) 3001-4000	(d) 4001-5000
	(e) Above 5000 \Box	
9-	Marital Status	
	(a) Married	(b) Unmarried

10-	Type of Family			
	(a) Nuclear		(b) Joint	
11-	Condition of the family House	•		
	(a) Kaccha		(b) Pakka	
12-	Total Number of Children in y	our fa	mily	
	(a) Boys		(b) Girls	
	(c) Total			
13-	Name of the Trade Union of w	hich y	ou are member	
14-	Period of service			
	(a) 1-4 years		(b) 5-9 years	
	(c) 10-14 years		(d) Above 15	years
15-	Nature of service			
	(a) Temporary		(b) Permanent	
	(c) Contract Basic		(d) Others	
16-	6- Are you suffering from any problem in the union			
	(a) Yes		(b) No	
	If yes then what type of proble	m		
	(a) Bad behaviour of the	Trade	Union Leaders	
	(b) Lack of communicat	ion		
	(c) Not competent to sol	ve the	problem	
	(d) Any other			
17-	Do you have any problem in the	ne railv	vay organizatio	n regarding.
	(a) Bonus		(b) Wages	
	(c) Working condition		(d) Interperso	nal Relation
	(e) Any other			
18-	Do you find any difference bet	ween i	male & female	worker
	(a) Yes		(b) No	
19-	Have you ever been charge sho	eeted?		
	(a) Yes		(b) No	

(ii)

20-	If yes, union has helped you			
	(a) Yes		(b) No	
21-	Have you ever faced any type	of hara	ssment in the org	ganization?
	(a) Yes		(b) No	
22-	Is there any discrimination in t	he org	anization	
	(a) Yes		(b) No	
	If yes			
	(a) Age factor		(b) Qualification	on 🗀
	(c) Sex factor		(d) Religion	
	(e) Any other			
23-	Behaviour of the welfare office	er and	management is	
	(a) Good		(b) Very good	
	(c)Average		(d) Bad	
	(e) Cont say			
24-	Do you participate in Trade Un	ion me	eeting	
	(a) Yes		(b) No	
25-	Trade union helps in getting when	hich ty	pe of facilities	
	(a) Education		(b) Insurance	
	(c) Health		(d) Better work	ing condition
	(e) Any other			
26-	In case of any problem Trade U	Jnion a	assists the member	er.
	(a) Yes		(b) No.	
27-	Trade Union supports the mem	ber in	the case of humi	liation.
	(a) Yes		(b) No	
28-	For the welfare of personne	el Tra	de union put t	he demand before
m	anagement.			
	(a) Yes		(b) No	
29-	Whether Trade union helps in	achievi	ng higher bonus	from time to time
	(a) Yes		(b) No	
		iii)		

30-	In case if bonus is not given what action you would suggest.				
	(a) Strike (b) Negotiation	on 🗀			
	(c) Compromise (d) Did not ta	ke any action			
31-	In case of an uneasy atmosphere what would you do	?			
	(a) Take is easy (b) Go for	the strike			
	(c) Support in taking action (d) Stop V	Vorking			
32-	When there is problem with the workers what Trade	Union does?			
	(a) Support them financially				
	(b) Give them moral support				
	(c) Arrange the dialogue with management				
	(d)Any other				
33-	Do you think trade union can help for the ward of the	e member?			
	(a) Yes (b) No				
	If yes then				
	(a) Health				
	(c) providing Scholarship (d) Any other				
34-	1- Trade union helps the worker when worker are unfit for normal work.				
	(a) Yes \square (b) No				
35-	5- If there is mishappening with any worker what would you do?				
	(a) Send hem to hospital				
	(b) Do not take any interest				
	(c) Ask the management to help				
	(d) Any other				
36-	Trade unions help in getting compensation?				
	(a) Yes (b) No				
37-	Trade union helps financially at the time of crisis?				
	(a) Yes (b) No				
38-	Are you satisfied by the trade union leaders?				
	(a) Yes (b) No				
		ray compression from the second of the contract of the contrac			

39-	Do you participate in regular meeting	called by trad	e union leade	rs?
	(a) Yes	(b) No		
40-	Do you agree with trade union leader i	in decision ma	aking?	
	(a) Yes	(b) No		
41-	If the problem is in relation with t	family trade	union would	help in
so	olving it?			
	(a) Yes	(b) No		
42-	Why do you participate the meeting			
	(a) For narrating your problem			
	(b) Just for time pass			
	(c) For the welfare of the organiz	zation		
	(d) Any other			
43-	If there is any misunderstanding with	your colleag	ue, trade uni	on helps
yo	ou in sorting out differences?			
	(a) Yes	(b) No		
44-	Do you think legitimate trade union ac	ctivities are e	ssential for co	ollective
bargaining?				
	(a) Yes	(b) No		
45-	What is the basic aim of your Trade Un	nion		
	(a) For the welfare of the worker	· S		
	(b) For self benefit			3
	(c) To keep the connection between	een worker &	politics [
	(d) Seeking favour of the manage	ement		
46-	How is the behaviour of Trade union le	eaders with th	e members?	
	(a) Very good	(b) Good		
	(c) Average	(b) Bad		
47-	Do you think your work is hazardous			
	(a) Yes	(b) No	d	
	- 그렇게 하는 그리게 있다. 어디를 내려가 그리고 하다. 그리 바다 하는 그리를 걸려 걸렸다.	ransisaan artifilas		33 10 13 13 13 16

	it yes them Trade Union	provides	s you any neip	
	(a) Safety measures		(b) Dress	
	(c) Any other			
48-	Do you participate in health	check u	p camps whic	h are organized by your
Tr	rade Union?			
	(a) Yes		(b) No	
49-	Do you participate in educ	cation ca	amps which	are organized by your
Tr	ade Union?			
	(a) Yes		(b) No	
50-	Whether you are member of	"Emplo	yee Cooperat	ive Credit Society"
	(a) Yes		(b) No	
	If you then why?			
	(a) For getting loans easil	У		
	(b) For award facilities			
	(c) Any other			
51-	Whether your wife can part	icipate ii	n any activiti	es which are organized
by	your Trade Union.			
	(a) Yes		(b) No	
52-	Do you eve got any award	from "E	Employee Coo	operative credit Society
ru	n by union".			
	(a) Yes		(b) No	
53-	Do you participate in Blood	Donatio	n Camps orga	nized by your unions?
	(a) Yes		(b) No	
54-	How many time these camps	s are orga	anized in the	organization.
	(a) Every quarterly			
	(b)One's in a year			
	(c) Twice in a year			
	(d)Camps are not orga	anized		

55-	Have you ever received	any award	d from your to	ade union for the g	ood
W	ork?				
	(a) Yes		(b) No		
	If yes, type of award				
	(a) In Cash		(b) Certific	ate of merit \square	
	(c) Medal		(d) Any oth	ner	
56-	Are you satisfied with th	e activities	of your trade	union?	
	(a) Yes		(b) No		
57-	Have you ever changed t	he member	rship of trade	union	
	(a) Yes		(b) No		
58-	Your Trade union is reco	gnized by	Railway mana	gement	
	(a) Yes		(b) No		
59-	Whether trade union acti	vities are le	egitimate and	should be continued	?
	(a) Yes		(b) No		
60-	In your view Trade Unio	ns role and	functions are	successful.	
	(a) Yes		(b) No.		
Date	÷				
Place					
			Nam	e of the Researcher	